

**UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF MISSISSIPPI
ABERDEEN DIVISION**

UNITED STATES OF AMERICA,)	
)	
)	
Plaintiff,)	Civil Action No. 1:69CV063
)	
v.)	JUDGE MICHAEL P. MILLS
)	
NETTLETON LINE CONSOLIDATED)	
SCHOOL DISTRICT, <i>et al.</i> ,)	
)	
Defendants.)	
)	
)	

CONSENT ORDER

TABLE OF CONTENTS

I. PROCEDURAL HISTORY	1
A. Freedom of Choice	1
B. The United States’ Complaint Against the District and the 1969 Consent Decree.....	3
C. The <i>Lockett</i> Plaintiffs’ Complaint Against the District and the 1970 Consent Decree....	5
D. The District’s Race-Based Selection and Election Procedures for Extra-curricular Activities and the 2011 Consent Order	7
II. LEGAL STANDARDS.....	8
III. STIPULATED FACTS	10
A. Student Assignment.....	10
1. <i>Student Assignment Between Schools</i>	10
2. <i>Student Assignment Within Schools</i>	12
B. Faculty	13
1. <i>Racial Demographics of Faculty</i>	13
2. <i>Faculty Recruitment, Hiring, and Retention Data</i>	15
3. <i>Faculty Recruitment and Hiring Procedures</i>	17
C. Staff	18
D. Facilities	19
E. Extracurricular Activities	19
F. Transportation	20
IV. STIPULATED REMEDIAL MEASURES.....	22
A. Faculty	22
B. Transportation	26
V. MONITORING AND REPORTING	27
A. October 1 Report	27
B. Supplemental Reporting	28
C. Preservation of Records	29
D. Site Visits	29
E. Prior Orders	29
VI. FINAL TERMINATION	29

APPENDIX:

Figure 1, Nettleton Line Chart Showing Student Assignment (1970-2020).....A-1

Figure 2, Nettleton Line Chart Showing White Students & Full-Time
White Faculty Compared to Black Students & Full-Time
Black Faculty (1970-2020).....A-2

Table 1, Nettleton Line Student Assignment District-wide (1970-2020).....A-3

Table 2, Nettleton Line Student Assignment by School (1970-2020).....A-5

Table 3, Nettleton Line Gifted Enrollment (2016-2017).....A-15

Table 4, Nettleton Line Gifted Enrollment (2017-2018).....A-15

Table 5, Nettleton Line Gifted Referral Process (2016-2017).....A-16

Table 6, Nettleton Line Gifted Referral Process (2017-2018).....A-17

Table 7, Nettleton Line AP/Honors/Dual Credit Classes (2017-2018).....A-17

Table 8, Nettleton Line Faculty & Staff (1970-2020).....A-18

Table 9, Nettleton Line Student Assignment & Full-Time Teachers
Compared (1970-2020).....A-37

Table 10, Nettleton Line Transportation (2017-2018).....A-40

Table 11, Nettleton Line Transportation (2019-2020).....A-41

EXHIBIT LIST

Exhibit Document

- 1 Stipulation, Dec. 8, 1969
- 2 United States' Complaint, Sept. 8, 1969
- 3 United States' Application for a Temporary Restraining Order,
 Sept. 8, 1969
- 4 United States' Motion for Preliminary Injunction, Sept. 8, 1969
- 5 United States' Memorandum in Support of Motion for Preliminary
 Injunction and Application for a Temporary Restraining Order,
 Sept. 8, 1969
- 6 Order, Sept. 8, 1969
- 7 Consent Decree, Dec. 8, 1969
- 8 *Luckett* Complaint, Dec. 8 1969, *Luckett v. Nettleton Line Consolidated*
 Sch. Dist., Civil Action No. EC6986K (N.D. Miss)
- 9 *Luckett* Docket Sheet, *Luckett v. Nettleton Line Consolidated Sch. Dist.*,
 Civil Action No. EC6986K (N.D. Miss)
- 10 Consent Decree, June 19, 1970
- 11 District Court Reports, 1970-2005
- 12 Excerpted Responses to U.S. Info. Req., Apr. 12, 2018
- 13 Excerpted Responses to U.S. Info. Req., Jan. 13, 2020
- 14 Excerpted Responses to U.S. Info. Req., Dec. 4, 2017
- 15 Excerpted Responses to U.S. Info. Req., Mar. 19, 2020

This Consent Order arises out of the good faith efforts of Plaintiff United States of America (the “United States”) and Defendants Nettleton Line Consolidated School District, Nettleton Superintendent Tim Dickerson, and Nettleton School Board Members James Malone, Willie Brandon Jr., Ty Humble, Marc Payne, and Merle McAnally (the “District”)¹ to address and resolve the District’s desegregation obligations. This Consent Order is jointly entered into by the United States and the District, and each agrees to comply with its terms.

The Court, having reviewed the terms of this Consent Order, finds that it is consistent with the objectives of the Fourteenth Amendment to the United States Constitution and federal law. Thus,

IT IS ORDERED that the Joint Motion to Approve Proposed Consent Order, ECF No. 12, is GRANTED.

IT IS FURTHER ORDERED as follows:

I. PROCEDURAL HISTORY

A. Freedom of Choice

Before the 1965-66 school year, the District operated as a segregated, dual system, assigning only white students and faculty to Nettleton Line School and only black students and faculty to Sims School. Stipulation ¶ 7, Dec. 8, 1969 (Ex. 1). From the 1965-66 through the 1967-68 school years, the District’s two schools operated under a freedom of choice desegregation plan, which the District submitted to the Department of Health, Education and Welfare in order to

¹ Former Superintendent Douglas Bean was named as a defendant in 1969 along with all of the members of the District’s School Board, called the Board of Trustees at that time, including Ben G. Coggin, Jr.; Frank Culver; R.G. Berryhill; Felix Coggin; and Tommy Lee Riley. Therefore, their successors—the current Superintendent and members of the School Board—are defendants.

-2-

qualify for federal financial assistance. *Id.* ¶ 8. Pursuant to the freedom of choice plan, all families could apply to send their children to either of the District's schools. The District's freedom of choice plan, however, failed to desegregate the school system. During the 1965-66 school year, Sims School had 501 black students and no white students. *Id.* ¶ 10. Sims School also had 17.5² faculty members, all of whom were black. *Id.* By contrast, during that same school year Nettleton Line School had 926 white students, 33 white faculty, and no black students or black faculty. *Id.*

The District made almost no desegregation progress during the 1966-67 school year. In 1966-67, all of Sims School's 473 students and 21 teachers were black. *Id.* Nettleton Line School enrolled 969 white students and only 6 black students during the 1966-67 school year. *Id.* Moreover, all of Nettleton Line School's 38.6 teachers were white. *Id.* By the 1967-68 school year, Nettleton Line School had 48 black students and 960 white students plus 3 black teachers and 39 white teachers. *Id.* ¶ 11. However, during that school year, all of Sims School's 417 students were black, and its faculty remained mostly black—the school employed 21 black teachers and only 3.5 white teachers. *Id.*

The District modified its freedom of choice plan for the 1968-69 school year by assigning all students in grades 9-12 to attend Nettleton Line School, while retaining freedom of choice for grades 1 through 8. *Id.* ¶ 9. As a result, Sims School remained all-black, serving 379 black students in grades 1 through 8 with 12 black teachers and 2.5 white teachers. *Id.* ¶¶ 11–12. Nettleton Line School served students in grades 1 to 12, including all high school students in the District. However, Nettleton Line School remained overwhelmingly white, enrolling 1,048 white

² The decimal point value (e.g., 0.5) indicates a part-time teacher.

-3-

students and 134 black students and employing 44 white teachers and 5 black teachers. *Id.*

On September 27, 1968, the District agreed to adopt and implement a new desegregation plan for the 1969-70 school year that would end its freedom of choice plan. *Id.* ¶ 14. Under the new desegregation plan, the District would consolidate all grade levels. *Id.* All students in grades 1-3 would be assigned to Sims School, and Nettleton Line School would serve all students in grades 4-12. *Id.* Additionally, the District agreed to assign teachers and provide transportation to students in a racially non-discriminatory manner. *Id.*

B. The United States' Complaint Against the District and the 1969 Consent Decree

Although the District's schools opened on September 2, 1969 substantially in conformance with the new desegregation plan, the District began to physically alter its school facilities on September 5, 1969 so that the school system could return to freedom of choice by September 8, 1969. *Id.* ¶¶ 16-17. In response, the United States filed a complaint, a motion for a preliminary injunction, and an application for a temporary restraining order against the District on September 8, 1969, which initiated this litigation. U.S. Compl., Sept. 8, 1969 (Ex. 2); *see also* Appl. for TRO, Sept. 8, 1969 (Ex. 3); Mot. for Prelim. Inj., Sept. 8, 1969 (Ex. 4); Mem. in Supp. of Mot. for Prelim. Inj. & Appl. for TRO, Sept. 8, 1969 (Ex. 5).

In its complaint, the United States alleged that the District was seeking to return to the unsuccessful freedom of choice plan because of the community's hostility toward the new desegregation plan, which consolidated all grade levels in the District. U.S. Compl. ¶¶ 13, 16, Sept. 8, 1969. Moreover, according to the United States, the District had failed to assign faculty and fill vacancies in a racially non-discriminatory manner for the 1969-70 school year. *Id.* ¶ 12. The Court granted the United States' application and issued an order temporarily enjoining the

-4-

District from physically altering its facilities or otherwise taking actions inconsistent with the desegregation plan for the 1969-70 school year. Order, Sept. 8, 1969 (Ex. 6). The Court also set a hearing date for the preliminary injunction motion, which was ultimately continued until December 8, 1969. Stipulation ¶ 21, Dec. 8, 1969.

Shortly after the Court issued the temporary restraining order against the District, on September 30, 1969 the parents of a group of black students moved to intervene in the United States' case against the District (the "*Lockett* Plaintiffs"), and the *Lockett* Plaintiffs' motion was also scheduled to be heard at the same time as the United States' preliminary injunction motion on December 8. Stipulation ¶ 20, Dec. 8, 1969. However, in lieu of a hearing on the United States' preliminary injunction motion, the United States and the District agreed to a Stipulation and a Consent Decree ("1969 Consent Decree"), which were entered by the Court on December 8, 1969. *See generally* Stipulation, Dec. 8, 1969; Consent Decree, Dec. 8, 1969 (Ex. 7).

The 1969 Consent Decree permanently enjoined the District from taking any actions inconsistent with the September 27, 1968 desegregation plan. Among other things, it required the District to (i) consolidate grades 1-3 at Sims School and grades 4-12 at Nettleton Line School; (ii) hire, assign, promote, pay, demote, dismiss, or otherwise treat faculty and other staff members and employees without regard to race, color, or national origin, except to the extent necessary to correct past discrimination; (iii) provide racially nondiscriminatory transportation; and (iv) conduct all other activities sponsored by the District on a racially nondiscriminatory basis. 1969 Consent Decree ¶¶ 1-4.

-5-

C. The *Luckett* Plaintiffs' Complaint Against the District and the 1970 Consent Decree

The *Luckett* Plaintiffs, in turn, initiated a separate action against the District by filing a complaint on December 8, 1969 (“*Luckett* Complaint”). *Luckett* Compl., Dec. 8, 1969, *Luckett v. Nettleton Line Consolidated Sch. Dist.*, Civil Action No. EC6986K (N.D. Miss) (Ex. 8). The *Luckett* Complaint alleged that the number of black classroom teachers, principals, and other staff employed by the District had declined significantly after the District began to implement its desegregation plans. “Plaintiffs allege that the failure to re-employ the [b]lack school teachers, [b]lack principal[,], and a [b]lack cafeteria supervisor was discriminatorily based upon racial considerations when they were terminated following the adoption of a plan to desegregate the schools.” *Id.* ¶ 9. Additionally, the *Luckett* Plaintiffs asserted that the District “operates without any non-discriminatory policy and plan with definite objective standards for employment and retention of teachers, administrative personnel and other employees.” *Id.* ¶ 10. Moreover, according to the *Luckett* Plaintiffs, there were no full-time black classroom teachers in grades 9-12 and only one black teacher in grades 7-8 at the time the *Luckett* Complaint was filed. *Id.* ¶ 11. The *Luckett* Plaintiffs further alleged that the District continued to transport students on a racially segregated basis, and that it “refuse[d] to allow Black people access to the Nettleton Primary School building for legitimate [*sic*] community affairs.” *Id.* ¶¶ 12–13.

Thus, the *Luckett* Plaintiffs sought additional relief to enjoin the District from operating in a racially discriminatory manner, including by (i) adopting and implementing a non-discriminatory policy for the employment and retention of teachers and other personnel, and (ii) showing cause “why the 2 [b]lack principals, the [b]lack classroom teachers[,], and the [b]lack cafeteria supervisor

-6-

should not be reinstated with full back pay, or in the alternative, compensated for the inconvenience of locating another position.” *Id.* ¶ 16.

The District moved to dismiss the *Luckett* Complaint, but the Court denied the motion on January 28, 1970. *See Luckett* Docket Sheet at 3, *Luckett v. Nettleton Line Consolidated Sch. Dist.*, Civil Action No. EC6986K (N.D. Miss) (Ex. 9). Therefore, the District filed its Answer on March 2, 1970, and the *Luckett* Plaintiffs and the District engaged in discovery for several months thereafter. *Id.* at 3–4. Ultimately, a motion to consolidate the United States’ case and the *Luckett* Plaintiffs’ case was filed on June 18, 1970, and the United States, the *Luckett* Plaintiffs, and the District entered into a consent decree the next day on June 19, 1970 (“1970 Consent Decree”) to address the outstanding desegregation issues. *See id.* at 4; *see also* U.S. Docket Sheet at 2–3, ECF No. 1, *United States v. Nettleton Line Consolidated Sch. Dist.*, Civil Action No. EC6963K (N.D. Miss); Consent Decree, June 19, 1970 (Ex. 10).

The 1970 Consent Decree required the District to, among other things:

- (i) employ a qualified black person as one of its four principals for the 1970-71 school year;
- (ii) “[t]ake all necessary curative steps to actively recruit qualified black personnel for vacant positions which currently exist or which may arise during and through the 1970-1971 school year, and to fill such vacancies in accordance with the standard objective criteria which have been approved by the Court”;
- (iii) ensure that “staff members who work directly with children, and professional staff who work on the administrative level will be hired, assigned, promoted, paid, demoted, dismissed, and otherwise treated without regard to race, color, or national origin”;
- (iv) establish a biracial committee of community members to “offer advice to the school board concerning the employment of a qualified educational staff through the use of objective standards without regard to race”;
- (v) develop a unitary plan for the transportation of students;
- (vi) ensure that no student is “segregated or discriminated against on account of race or color in any grade, service, facility, activity, or program (including

-7-

transportation, athletics, or other extracurricular activity) that may be conducted or sponsored by the school in which the student is enrolled”; and

(vi) file annual reports to the Court on December 1 and April 1 regarding its desegregation efforts.

1970 Consent Decree ¶¶ 1–10.

The District filed its annual reports with the Court from 1970 through 2005. Thereafter, it ceased reporting to the Court regarding its compliance with the 1970 Consent Decree. *See* U.S. Docket Sheet at 3–4, ECF No. 1, *United States v. Nettleton Line Consolidated Sch. Dist.*, Civil Action No. EC6963K (N.D. Miss); *see also* Luckett Docket Sheet at 4–7, *Luckett v. Nettleton Line Consolidated Sch. Dist.*, Civil Action No. EC6986K (N.D. Miss) (Ex. 9).

D. The District’s Race-Based Selection and Election Procedures for Extracurricular Activities and the 2011 Consent Order

In August 2010, the United States learned that the District’s policies and procedures permitted race-based selection and election procedures for extracurricular activities in grades 6 through 12, including class officers (i.e., President, Vice-President, Secretary/Treasurer, and Reporter), homecoming court (e.g., queen and maids), and class superlatives (e.g., “Class Favorite,” “Most Beautiful and Most Handsome,” and “Mr. and Mrs. Nettleton”).

After engaging in negotiations with the United States, the District entered into an additional consent order on August 8, 2011 (“2011 Consent Order”), in which the District “agreed to terminate all race-based selection and election procedures and policies, and to revise such policies and procedures regarding student elections to comport with the desegregation order and applicable federal law.” 2011 Consent Order at 1, ECF No. 5. Pursuant to the 2011 Consent Order, the District is required to produce to the United States a copy of its yearbook and report on its student election results and procedures annually by July 1. All other orders of the Court, including all

-8-

provisions of the 1969 and 1970 Consent Decrees, remained in full force and effect. 2011 Consent Order at 3, ECF No. 5.

II. LEGAL STANDARDS

A school system that was previously segregated by law and has not yet achieved unitary status has the affirmative duty to eliminate all vestiges of past discrimination to the extent practicable. *See Freeman v. Pitts*, 503 U.S. 467, 485 (1992); *Board of Educ. of Oklahoma City Pub. Sch. Dist. No. 89 v. Dowell*, 498 U.S. 237, 249-50 (1991); *Columbus Bd. of Educ. v. Penick*, 443 U.S. 449, 458-59 (1979); *Green v. County Sch. Bd. of New Kent County, Va.*, 391 U.S. 430, 437-38 (1968). The affirmative duty to desegregate is a continuing responsibility, and “[p]art of the affirmative duty . . . is the obligation not to take any action that would impede the progress of disestablishing the dual system and its effects.” *Dayton Bd. of Education v. Brinkman*, 443 U.S. 526, 537-38 (1979).

The ultimate inquiry in determining whether a school system is unitary is whether it has (1) fully and satisfactorily complied in good faith with the court’s desegregation orders for a reasonable period of time; (2) eliminated the vestiges of prior *de jure* segregation to the extent practicable; and (3) demonstrated a good faith commitment to the whole of the court’s order and to those provisions of the law and the Constitution which were the predicate for judicial intervention in the first instance. *See Missouri v. Jenkins*, 515 U.S. 70, 88-89 (1995); *Freeman*, 503 U.S. at 491-92; *Dowell*, 498 U.S. at 248-50. The Supreme Court has identified six areas, commonly referred to as the “*Green* factors,” which must be addressed as part of the determination of whether a school district has fulfilled its duties and eliminated vestiges of the prior dual school

-9-

system to the extent practicable. These factors are (1) student assignment; (2) faculty; (3) staff; (4) transportation; (5) extracurricular activities; and (6) facilities. *Green*, 391 U.S. at 435-42.

A court may allow partial or incremental dismissal of a school desegregation case before full compliance has been achieved in every area of school operations, thereby retaining jurisdiction over those areas not yet in full compliance and terminating jurisdiction over those areas in which compliance was found. *Freeman*, 503 U.S. at 490-91.

With respect to faculty and staff assignment, the Fifth Circuit has mandated a two-step process for formerly *de jure* segregated school systems. First, “the principals, teachers, teacher-aides and other staff who work directly with children at a school shall be so assigned that in no case will the racial composition of a staff indicate that a school is intended for Negro students or white students.” *Singleton v. Jackson Mun. Sep. Sch. Dist.* 419 F.2d 1211, 1217-18 (5th Cir. 1969) (en banc), *rev’d in part on other grounds sub nom. Carter v. West Feliciana Parish Sch. Bd.*, 396 U.S. 290 (1970); *United States v. Lawrence Cty. Sch. Dist.*, 799 F.2d 1031, 1035, 1041 (5th Cir. 1986); *see also Anderson v. Sch. Bd. of Madison Cty.*, 517 F.3d 292, 303 (5th Cir. 2008). Second, once the school district satisfies that initial assignment requirement, the district must then ensure that “[s]taff members who work directly with children, and professional staff who work on the administrative level will be hired, assigned, promoted, paid, demoted, dismissed, and otherwise treated without regard to race, color, or national origin.” *Singleton*, 419 F.2d at 1218; *see also Lawrence*, 799 F.2d at 1041; *Anderson*, 517 F.3d at 303. In determining whether a school system has satisfied its desegregation obligations in the areas of faculty and staff, the system must show a “sustained good faith effort to recruit minority faculty members so as to remedy the effects of any past discriminatory practices.” *Fort Bend Indep. Sch. Dist. v. City of Stafford*, 651 F.2d 1133,

-10-

1140 (5th Cir. 1981).

As discussed below, the 1969 Consent Decree, 1970 Consent Decree, and 2011 Consent Order have resulted in the desegregation of the District with respect to student assignment, facilities, extracurricular activities, and staff. However, further relief is required in the areas of faculty and transportation.

III. STIPULATED FACTS

A. Student Assignment

1. Student Assignment Between Schools

The 1969 Consent Decree directed the District to eliminate its dual system by consolidating its schools into a single-grade structure. 1969 Consent Decree ¶ 1. The District has maintained a single, consolidated grade structure since the 1969-70 school year, as required. *See infra* Table 1 at A-3, Student Assignment District-wide (1970-2020); Table 2 at A-5, Student Assignment by School (1970-2020); *see also* District Court Reports, 1970-2005 (Ex. 11).

Currently, all students in the District attend Nettleton Primary School for grades K-3, Nettleton Elementary School for grades 4-6, Nettleton Junior High School for grades 7-8, and Nettleton High School for grades 9-12. As of the 2019-20 school year, the District's total enrollment was 1,242 students, of whom 842 (67.8%) were white, 376 (30.3%) were black, and 24 (1.9%) were other-race. *See infra* Table 1 at A-4, Student Assignment District-wide (1970-2020). Thus, because of the District's consolidated grade structure, the racial demographics of each of the District's schools are consistent with the District's overall student racial demographics within a few percentage points.

-11-

As of the 2019-20 school year, Nettleton High served 264 (68.8%) white students and 112 (29.2%) black students. At Nettleton Junior High, the District enrolled 108 (61.0%) white students and 68 (38.4%) black students. Nettleton Elementary's enrollment consisted of 213 (68.3%) white students and 92 (29.5%) black students. Similarly, during the 2019-20 school year, Nettleton Primary served 257 white students (69.6%) and 104 (28.2%) black students. *See infra* Table 2 at A-14, Student Assignment by School (1970-2020).

Because the District has a single-grade structure, it does not have any intra-district transfers. As of the 2017-18 school year, the District reported sending 28 inter-district transfer students to attend school in Tupelo, Monroe County, Amory, Itawamba, and Dorsey. All of these inter-district transfers were white students with two exceptions, one student was black and one student was listed as an unspecified race other than black or white.³ The District received nine inter-district transfer students from Shannon, all of whom were white. Given the small number of inter-district transfers, inter-district transfers have had a negligible impact on the racial demographics of the District's individual schools and the District-wide enrollment for the 2017-18 school year. *See* Excerpted Responses to U.S. Info. Req. at 1–2, Apr. 12, 2018 (Ex. 12).

As reflected in Figure 1 in the Appendix, the percentages of white students (orange line), black students (yellow line), and other-race students (green line) enrolled in the District have remained consistently stable from 1970 through 2020, showing little deviation over time. *See infra* Figure 1 (Student Assignment 1970-2020), Appendix at A-1.

After the Court ordered the District to fully consolidate its dual system for the 1969-70

³ Consistent with the record and law of this case, this Consent Order's racial demographic analysis aggregates and counts individuals who self-identify as a race other than black or white as "other-race."

-12-

school year, the District enrolled 834 (64%) white students and 469 (36%) black students, totaling 1,303 students in grades 1 through 12 during its first year of full consolidation.⁴ *See infra* Table 1 at A-3, Student Assignment District-wide (1970-2020). Therefore, the District's substantially similar student enrollment as of the 2019-20 school year combined with its historic student enrollment from the intervening years since 1969-70 demonstrate that the District has eliminated the vestiges of *de jure* segregation with respect to student assignment between its schools.

2. *Student Assignment Within Schools*

The District maintains that all of its students are either randomly assigned to classrooms or heterogeneously grouped based on standardized test scores. Additionally, the District operates a Talented and Gifted Program for students in grades 2 through 8 and offers AP, dual credit, and honors classes to its high school students. As reflected in Tables 3 through Table 7 in the Appendix, black students appear to participate in these programs at rates fairly close to the percentage of black students enrolled overall in the District's schools. *Compare infra* Table 3 at A-15, Gifted Enrollment (SY 2016-17); Table 4 at A-15, Gifted Enrollment (SY 2017-18); Table 5 at A-16, Gifted Referral Process (SY 2016-17); Table 6 at A-17, Gifted Referral Process (SY 2017-18); Table 7 at A-17, AP/Honors/Dual Credit Classes (SY 2017-18) *with* Table 1 at A-3, Student Assignment District-wide (1970-2020). Thus, the District has eliminated the vestiges of *de jure* segregation with respect to student assignment within its schools, and the parties agree that the District is entitled to partial unitary status and dismissal of the Court's supervision in the area of student assignment.

⁴ The District began serving kindergarten students in 1986. *See infra* Table 1 at A-3, Student Assignment District-wide (1970-2020).

-13-

B. Faculty1. *Racial Demographics of Faculty*

The Court required the District to reassign its faculty by September 1970 so that the racial composition of the teachers at each of its schools did not indicate that the school was intended for black or white students. 1970 Consent Decree ¶ 2(a). Additionally, the District must hire, assign, promote, pay, demote, dismiss or otherwise treat faculty without regard to race, color, or national origin, except to the extent necessary to correct past discrimination, as required by the 1969 and 1970 Consent Decrees. 1969 Consent Decree ¶ 2; 1970 Consent Decree ¶ 2(b). These provisions mirror the faculty desegregation requirements established in *Singleton* and discussed above. *See supra* Section II at 9; *see also Singleton*, 419 F.2d at 1217-18. The District was also directed to establish a biracial committee of community members to “offer advice to the school board concerning the employment of a qualified educational staff through the use of objective standards without regard to race.” 1970 Consent Decree ¶ 4.

When the District reorganized its schools into a single-grade structure in 1969-70, the District also reassigned its faculty among the consolidated schools in compliance with the 1970 Consent Order and the first part of *Singleton*’s faculty requirements. *See infra* Table 8 at A-18, Faculty & Staff (1970-2020); *see also* District Court Reports, 1970-2005 (Ex. 11). The District has maintained the single-grade structure of its schools and, in turn, maintained the resulting faculty reassignments for a significant period of time. *See id.* Accordingly, the United States has determined that the District met its faculty reassignment obligation. Our analysis of this *Green* factor, therefore, focuses on whether the District has fulfilled its ongoing mandate to hire, assign, promote, pay, demote, dismiss or otherwise treat faculty without regard to race, color, or national origin. 1969 Consent Decree ¶ 2; 1970 Consent Decree ¶ 2(b); *see also Singleton*, 419

F.2d at 1217-18.

During the 1969-70 school year, after transitioning to a consolidated grade-level structure, the District employed 64 full-time teachers, of whom 49 (76.6%) were white and 15 (23.4%) were black. *See infra* Table 8 at A-18, Faculty & Staff (1970-2020). The percentage of full-time black teachers peaked during the 1979-80 school year, when the District employed 23 (32.9%) black full-time teachers and 47 (67.1%) white full-time teachers out of a total of 70 teachers. *See id.* at A-20 to A-21. As of the 2019-20 school year, however, the District has 87 full-time teachers, of whom 84 (96.6%) are white, only two (2.3%) are black, and one (1.1%) is other-race. *See id.* at A-35 to A-36. This reflects a substantial decline in the number and percentage of black teachers employed by the District, even though the total number of full-time teachers employed by the District has increased significantly from 64 in 1970 to 87 in 2020. This overall trend is illustrated in Figure 2 in the Appendix.

Specifically, Figure 2 demonstrates the decline in the percentage of full-time black teachers (yellow dotted line) and the increase in the percentage of white full-time teachers (blue dotted line) in comparison to the relatively stable percentages of black students (solid yellow line) and white students (solid blue line) enrolled in the District over time. *See infra* Figure 2 (White Students & White Full-time Faculty vs. Black Students & Black Faculty 1970-2020), Appendix at A-2. Additionally, Table 9 in the Appendix reflects more detailed data comparing the District's full-time teacher and student racial demographics since 1970. *See infra* Table 9 at A-37 (Student & Full-Time Teacher Assignment Compared 1970-2020).

Although student racial demographics do not determine whether a school district has or has not achieved unitary status in the area of faculty, the relative stability of black student

-15-

enrollment in the District in comparison to the significant decline in the number and percentage of full-time black faculty prompted the United States to inquire about the District's full-time faculty hiring. Therefore, the United States requested more information about the District's recruitment, hiring, dismissal, and contract renewal process for full-time teachers to determine whether further action is warranted for this *Green* factor.

2. *Faculty Recruitment, Hiring, and Retention Data*

The United States sought additional information regarding the District's full-time teacher vacancies, applicant pool, recruitment, hiring process, and retention for the 2014-15, 2015-16, 2016-17, and 2017-18 school years and issued a supplemental request covering the 2018-19 and 2019-20 school years. The District, however, did not produce complete hiring data.

The District produced no information regarding any vacancies in the Elementary School for the 2014-15 school year. Excerpted Responses to U.S. Info. Req. at 13, Apr. 12, 2018 (Ex. 12). The District provided incomplete data regarding its applicant pool for full-time teacher vacancies at the Primary School for the 2014-15 and 2015-16 school years and at the Elementary School for the 2015-16 school year. *Id.* at 12–13. Moreover, the District did not produce any racial demographic data for the applicants who applied for full-time teacher vacancies at the High School for the four school years from 2014-15 through 2017-18 and at the Junior High School for three school years from 2014-15 to 2016-17. *Id.* at 10–11.

Although incomplete, the Primary School's data demonstrated that from 2014-15 through 2019-20, the school lost four full-time black teachers (two transferred and two left the District for other positions). *Id.* at 12; Excerpted Responses to U.S. Info. Req. at 18, Jan. 13, 2020 (Ex. 13). Thus, during the past six school years, the Primary School had a total of 21 full-time teacher

-16-

vacancies and hired one black teacher. *See id.* The other 20 teachers hired at the Primary School during this period were white. *See id.*

The incomplete hiring data for the Elementary School showed that from 2015-16 through 2019-20, four black teachers left the school (one resigned and three retired). Excerpted Responses to U.S. Info. Req. at 13, Apr. 12, 2018; Excerpted Responses to U.S. Info. Req. at 31, Jan. 13, 2020. In sum, during the past five school years, the Elementary School had a total of 17 full-time teacher vacancies, and it hired one black full-time teacher. *See id.*

Although the High School and Junior High School provided no full-time teacher applicant pool data from 2014-15 to 2017-18, the District did produce data regarding the schools' full-time teacher vacancies and hiring results during this period and produced complete hiring data for the 2018-19 and 2019-20 school years. Excerpted Responses to U.S. Info. Req. at 10–11, Apr. 12, 2018; Excerpted Responses to U.S. Info. Req. at 6–14, 22–25, 28–30, Jan. 13, 2020. From the 2014-15 through 2019-20 school years, the High School had 43 full-time teacher vacancies and all of the full-time teachers hired for those positions were white. *See id.* Similarly, for the past six school years from 2014-15 through 2019-20, the Junior High School had 24 full-time teacher vacancies, all of whom—except for one black special education teacher—were filled by white applicants. *See id.*

The District indicated that its hiring records were incomplete because many of the District's school leaders were new employees when counsel for the United States visited the District in May 2018, and the District had no formal policies or procedures governing the creation and maintenance of hiring records during the tenures of the previous school leaders. As a result, the United States and the District agree that at this time, the District lacks a sufficient record to demonstrate its

-17-

efforts to hire full-time faculty on a non-discriminatory basis in compliance with the 1969 and 1970 Consent Decrees, its non-discrimination policy, and federal law.

3. *Faculty Recruitment and Hiring Procedures*

From 2014 through 2016, the District used a printable teacher vacancy application listed on the its website to collect applicant data. Excerpted Responses to U.S. Info. Req. at 9, Apr. 12, 2018. During this period, the District stated that “some advertisement has been done with local circulation, but the majority had been submitted via the Mississippi Department of Education’s Vacancy list, and networking among local districts in search of qualified candidates.” *Id.*

As of the 2017-18 school year, the District uses an online application system—TalentEd—to post positions and hire qualified teacher applicants. The District advertises these vacancies primarily online via its website. *Id.* If the District does not receive applicants for a posted position, it submits its vacancies to the Mississippi Department of Education Vacancy list and advertises the vacancies in its local newspaper. *Id.*

According to the District, when a vacancy arises, the relevant principal searches TalentEd to review all applicants who are qualified for the position. *Id.* Principals then begin contacting applicants for interviews. *Id.* Although the District previously did not use standard interview questions during the hiring process, starting in the 2017-18 school year principals have used a standard interview questionnaire and rank the applicants within TalentEd after the interviews conclude. *Id.*

The District does not currently have a biracial committee to assist the District in recruiting and retaining qualified full-time teachers. Although the District did not participate in any job fairs to recruit full-time teachers for the 2018-19 school year, two District employees attended

-18-

Mississippi Valley State University's career day for the 2019-20 school year faculty hiring cycle. Excerpted Responses to U.S. Info. Req. at 5, Jan. 13, 2020 (Ex. 13).

Given the substantial decline in the number and percentage of the District's full-time black teachers and the District's incomplete full-time teacher hiring records, the United States and the District agree that more work is necessary to demonstrate that the District has a record of hiring faculty on a non-discriminatory basis and has eliminated the vestiges of *de jure* segregation in the area of faculty. Section IV.A below outlines the remedies the District has agreed to implement to ensure that its hiring practices are non-discriminatory and to further the desegregation of the District's faculty to the extent practicable.

C. Staff

Under the 1969 and 1970 Consent Decrees, the District must hire, assign, promote, pay, demote, dismiss or otherwise treat staff members without regard to race, color, or national origin, except to the extent necessary to correct past discrimination. 1969 Consent Decree ¶ 2; 1970 Consent Decree ¶ 2(b). The District's historic court reports do not include data regarding its certified and non-certified staff (i.e., employees who are not teachers) although the District did report information regarding teachers' aides and part-time teachers. However, the District was able to produce to the United States complete staffing data for the 2017-18 through 2019-20 school years in response to the United States' requests for information. *See infra* Table 8 at A-18, Faculty & Staff (1970-2020).

For the 2019-20 school year, the data showed that out of eight Central Office administrators, one (12.5%) is black, and seven (87.5%) are white. Additionally, out of a total of seven principals and assistant principals, two (28.6%) are black and five (71.4%) are white. The District has 68 uncertified staff, of whom 16 (23.7%) are black and 52 (76.3%) are white. *See*

-19-

infra Table 8 at A-36, Faculty & Staff (1970-2020). Thus, black staff members are a significant percentage of the total staff in the District.

As a result, the District has eliminated the vestiges of *de jure* segregation with respect to staff, and the United States and the District agree that the District is entitled to partial unitary status and dismissal of the Court's supervision regarding this *Green* factor.

D. Facilities

The 1970 Consent Decree prohibited the District from segregating or discriminating against students on account of race or color with respect to school facilities. 1970 Consent Decree ¶ 6. Although many of the District's schools operate in older facilities, the facilities are in relatively fair condition and the District asserts that it operates all of its facilities on a nondiscriminatory basis. Therefore, the United States and the District agree that the District has eliminated the vestiges of *de jure* segregation from its school facilities and is entitled to dismissal of the Court's supervision in this area.

E. Extracurricular Activities

The 1969 Consent Decree and 1970 Consent Decree barred the District from discriminating against students on the basis of race or color in school-sponsored programs and extra-curricular activities. 1969 Consent Decree ¶ 4; 1970 Consent Decree ¶ 6. Furthermore, the 2011 Consent Order specifically required the District "to terminate all race-based selection and election procedures and policies, and to revise such policies and procedures regarding student elections to comport with the desegregation order and applicable federal law." 2011 Consent Order at 1, ECF No. 5. Under the 2011 Consent Order, the District must also produce to the United States a copy of its yearbook and report on its student election results and procedures annually by July 1.

-20-

The United States has continuously monitored the District's compliance with the 2011 Consent Order, reviewing the District's yearbooks and student election results, which the District has produced to the United States annually since 2011. The District's annual reports indicate that it has successfully eliminated its race-based selection criteria and continued to follow the revised student election policy attached to the 2011 Consent Order. A site visit by counsel for the United States in May 2018, which included interviews with the District's superintendent and principals, also confirmed the District's compliance. Because the District has fully complied with the provisions in the 1969 Consent Decree, 1970 Consent Decree, and 2011 Consent Order regarding extra-curricular activities, the District has eliminated the vestiges of *de jure* segregation in the area of extra-curricular activities. The District is therefore entitled to dismissal and withdrawal of the Court's supervision in this area.

F. Transportation

The 1969 Consent Decree permanently enjoined the District from discriminating against students with respect to transportation. 1969 Consent Decree ¶ 3. The 1970 Consent Decree also prohibited the District from segregating students in the area of transportation, requiring the District to provide student transportation "based upon territorial zones or other natural grouping of pupil residence, irrespective of race, and seeking to eliminate in so far as practicable overlapping or duplicating routes." 1970 Consent Decree ¶¶ 5-6.

During the 2017-18 school year, the District maintained 15 bus routes for mainstream students, and one bus for students with disabilities.⁵ See Table 10 at A-40, Transportation (SY

⁵ The District's bus number 31 was excluded from this analysis because it only serves students with disabilities and is specifically equipped to provide such services. See Table 10 at A-40, Transportation (SY 2017-18); Table 11 at A-41, Transportation (SY 2019-20).

-21-

2017-18). Nine of the 15 bus routes for mainstream students—i.e., more than half of the mainstream bus routes—were either racially identifiably black or white in comparison to the overall percentage of black and white students transported by the District.⁶ This included one bus that was 100% black and transported 21 black students and one bus that was 95.8% white and transported 69 white students. *Id.* By contrast, out of all students transported by the District during that school year, 33.5% were black and 64.1% were white. *Id.*

More recent transportation data from the 2019-20 school year shows no improvement. Table 11 at A-41, Transportation (SY 2019-20). Out of the 15 mainstream bus routes during the 2019-20 school year, 11 are racially identifiably black or white. *Id.* Once again, this includes one bus that is 100% black and transports 33 black students, and one bus that is 98% white and transports 50 white students. *Id.* In comparison, out of all the students who are transported by the District during the 2019-20 school year, 39.9% are black and 56.2% are white. *Id.*

The District stated that it does not use software to assign students to buses. Instead, the District's Director of Transportation and Maintenance Supervisor manually generate the routes and assign students to buses at the beginning of each school year. The United States' review of the District's bus route maps indicated that some of the racially identifiable bus routes partially overlapped and could be eliminated or at least mitigated with further care. Therefore, the United States and the District agree that—with greater attention to this issue when creating bus routes and assigning students to buses—the District can practicably reduce the number of or eliminate the racially identifiable bus routes, or at least reduce the disparities between the percentage of black

⁶ For the purposes of this analysis and Consent Order, racially identifiable means the percentage of black or white students deviates by plus or minus 15 percentage points from the overall percentage of black or white students transported by the District's buses.

-22-

and white students assigned to those routes. In pursuing this goal, the United States and the District further agree that students' transportation time to and from school must not be increased significantly. Therefore, the District agrees to implement the remedial measures identified in Section IV.B to address and resolve the vestiges of *de jure* segregation in the area of transportation.

IV. STIPULATED REMEDIAL MEASURES

The District agrees to execute the following remedial measures to address and resolve the outstanding faculty and transportation issues, as described in Sections III.B and III.F above. The District and the United States agree, and the Court finds, that such relief, as detailed below, if fully implemented, reasonably promises to rectify the remaining faculty and transportation issues. To the extent the District's compliance with this Consent Order is insufficient to eliminate the vestiges of *de jure* segregation, however, the United States may move this Court for further relief, as appropriate.

A. Faculty

The District shall conduct hiring for all faculty vacancies, including newly created teacher positions, on a racially nondiscriminatory basis. The District shall take steps to (i) increase its recruitment of black applicants for teacher vacancies, (ii) conduct its hiring with the goal of eliminating any real or perceived racial barriers in hiring, and (iii) retain qualified, black faculty members who are employed by the District.

To facilitate this goal, within 30 days of the entry of this Consent Order the District will retain a Third-Party Consultant, consisting of either the Equity Assistance Center⁷ serving the

⁷ The Equity Assistance Center's services will be provided at no cost to the District, except for incidental travel-related expenses (e.g., lodging, airfare, meals) to the extent that the District and the Equity Assistance Center agree that the Equity Assistance Center's representatives need to travel to the District.

-23-

State of Mississippi (currently, the Intercultural Development Research Association) or another consultant mutually agreed upon by the District and the United States. The District will retain the Third-Party Consultant to: (i) review, advise, and provide recommendations to the District on its policies, practices, and procedures for the preservation of hiring records and the recruitment, hiring, and retention of black faculty as well as any necessary revisions thereto; and (ii) assist the District in developing a plan to recruit qualified black faculty (“Faculty Recruitment Plan”), including but not limited to the recruitment strategies outlined in this Consent Order. The District shall provide drafts of the Faculty Recruitment Plan and revised hiring-related policies, procedures, and practices to the United States for review and comment within 75 days of the entry of this Consent Order. The District shall ensure that all District employees involved in the recruitment, hiring, and retention of faculty are appropriately trained annually regarding the (i) Faculty Recruitment Plan; (ii) hiring-related policies, procedures, and practices, including the preservation of hiring records; and (iii) the requirements of this Consent Order.

For faculty recruitment, the District will:

1. Implement recruitment efforts (*e.g.*, participate in job fairs, conduct on-campus interviews, communicate with teacher organizations, advertise with student career services) at historically black colleges and universities (“HBCUs”) in Mississippi and neighboring states with

-24-

schools of education and/or with teacher preparation programs that educate teachers and/or offer job placement assistance for teachers;⁸

2. Post notices of employment vacancies at least fourteen (14) calendar days before the application deadline on the District's website, the Mississippi Department of Education's Vacancy List, at least one online job bank targeted to black educators seeking employment, as well as one or more print advertisements in local, regional, or national publications, and maintain a copy of all such postings and advertisements;

3. Send notices of all faculty vacancies to the education placement officials and career services staff at every HBCU in Mississippi with a school of education or teacher preparation program, as well as all HBCUs with a school of education or teacher education program within a 200-mile radius of the District (listed in footnote 8); and

4. Within 45 days of the entry of this Consent Order and with guidance from the Third-Party Consultant, reconstitute a committee to serve the role mandated by Paragraph 4 of the 1970 Consent Decree and rename it the Community Advisory Committee. During the 45-day period, the District will devise and propose a process for reconstituting the Community Advisory Committee that will advance the District's interest in complying in good faith with its desegregation obligations. The United States will notify the District of any objections or concerns regarding the District's proposal, which the parties will address in good faith. The Community

⁸ In Mississippi, HBCUs with schools of education and/or teacher education programs include: Alcorn State University (MS), Jackson State University (MS), Mississippi Valley State University (MS), Tougaloo College (MS), and Rust College (MS). Other HBCUs with teacher education programs within a 200-mile radius of Nettleton, Mississippi include Oakwood University (AL), Stillman College (AL), Concordia College (AL), Selma University (AL), Miles College (AL), Alabama A&M University (AL), Talladega College (AL), LeMoyne-Owen College (TN), and Lane College (TN).

-25-

Advisory Committee will advise, strategize, and assist the District with the goal of (i) increasing the number of qualified black applicants for teacher vacancies, including leveraging available resources for recruiting black teacher applicants from within the local community; (ii) retaining the qualified, black teachers employed by the District; and (iii) collaborating regarding the development and execution of the Faculty Recruitment Plan. The District shall seek feedback and advice from the Community Advisory Committee regarding the development and execution of the Faculty Recruitment Plan.

5. The District shall assign a responsible employee who will oversee the implementation of the remedial measures outlined in this Consent Order on behalf of the District (“District Representative”), coordinate with the Third-Party Consultant and the Community Advisory Committee, and report directly to the Superintendent. The District shall notify the United States of the name of the District Representative with 14 days of the entry of this Consent Order and shall provide the District Representative training and resources necessary to meet the unique responsibilities of their position.

For faculty hiring, the District will:

1. Include a field on the school’s application for faculty employment requesting that each applicant voluntarily self-identify the applicant’s race;
2. For each faculty vacancy, track the race of all applicants for that vacancy;
3. Track the race of applicants who are interviewed and all newly hired faculty members;
4. Retain applications for faculty employment, including application forms, resumes, and all supporting documents, for a period not less than three years; and

-26-

5. Maintain all other records, with each such record to be maintained for a period of not less than three years, relating to the recruitment, hiring, promotion, demotion, or separation from employment of persons for all faculty positions, including, but not limited to interview protocols, interview notes (including any scoring rubrics), and recommendations. For all faculty who separate from employment, the District will maintain a record of the faculty member's race and whether the individual resigned, retired, or was terminated and the reasons for such termination.

B. Transportation

Before the beginning of each school year, the District shall review and adjust its bus routes and assign students to bus routes with the goal of (i) eliminating overlapping or duplicative bus routes to the extent practicable, and (ii) eliminating or reducing the number of racially identifiable bus routes—or at least mitigating the disparities between the percentages of black and white students assigned to each racially identifiable bus route—to the extent practicable. In doing so, the District shall take care not to substantially increase the amount of time that students spend being transported to and from school on the District's buses. Furthermore, the District shall ensure that all District employees involved in generating bus routes and assigning students to bus routes are appropriately trained annually regarding the goals and requirements of this Consent Order.

V. MONITORING AND REPORTING

A. October 1 Report

On or before October 1 of each year during the term of this Consent Order (the “October 1 Report”),⁹ the District shall file with the Court¹⁰ a report containing the following information:

a. A list of all faculty, indicating each employee’s name, subject matter and/or grade levels taught, race, assigned school, full-time or part-time status, and whether the employee was newly hired for the current school year. The report shall also state the percentage of faculty district-wide by race (i.e., black, white, or other-race) and, separately, for each school by race.

b. A list identifying the number of faculty vacancies by school/grade level(s), full-time or part-time status, and subject matter specialization, where applicable, and indicating for each faculty vacancy: (i) the name and race of the teacher that vacated each position; (ii) the reason(s), if any, the teacher vacated the position; (iii) the number of applicants who applied for each teacher vacancy, and their names and race; (iv) the number, names, and race of the black applicants who were eliminated in any initial application review process and the basis (or bases) for their elimination; (v) the number, names, and race of the applicants who were invited to participate in interviews, if any; (vi) the District employees, by name, title, and race, involved in any interviews, and indicate which District employee(s) conducted interview(s) for each applicant; (vii) the name and race of the applicants who were hired for each vacancy; and (viii) for each

⁹ If October 1 occurs on a weekend in a given calendar year, the District shall file the report not later than the next business day immediately after October 1.

¹⁰ If the District’s annual report contains personally identifiable information or other sensitive data, it may file the section(s) of its report containing such information with redactions publicly and/or without redactions under seal, consistent with Local Rule 5.2.

-28-

faculty applicant who was interviewed but not hired, the reason(s) that each applicant was not hired.

c. A list of the District's bus routes, including the names and race (i.e., black, white, or other-race) of all students assigned to each route. The report shall also indicate (i) the number and percentages of black, white, and other-race students overall who are transported to and from school on the District's buses, and (ii) the number and percentages of black, white, and other-race students assigned to each bus route.

d. A map separately showing each of the District's bus routes for the current school year; and

e. A sworn affidavit by the Superintendent (i) indicating that the District has carefully reviewed—and the Superintendent has approved—the bus routes and racial demographics of the students assigned thereto for the current school year; (ii) for each bus route that remains racially identifiable, indicating that the District has mitigated the disparities between the percentages of black and white students assigned to each racially identifiable bus route to the extent practicable; and (iii) providing a narrative summary of the District's efforts to comply with the goals and requirements of this Consent Order with respect to faculty hiring and student transportation.

B. Supplemental Reporting

To supplement its formal reports, District shall periodically provide informal updates to the United States as appropriate (either by request of the United States and/or upon the initiative of the District) regarding its efforts to implement this Consent Order, including its efforts to recruit, hire, and retain black faculty and to address racial disparities in student transportation routes.

-29-

C. Preservation of Records

The District shall preserve all records concerning the implementation of this Consent Order for the duration of the Order, unless a different time period is specified. Upon request by the United States, the District shall produce or make available to the United States for inspection and copying records maintained in connection with its compliance with this Consent Order, including the hiring and recruitment of faculty and transportation of students.

D. Site Visits

The District agrees that the United States may conduct on-site reviews of the District to evaluate compliance with this Consent Order upon reasonable notice to and in consultation with the District, and may conduct interviews with District employees during those reviews. Any consultants or experts retained by the United States for purposes of this litigation may join the United States during on-site reviews and participate in interviews with District employees.

E. Prior Orders

All other orders of this Court not inconsistent herewith shall remain in full force and effect.

VI. FINAL TERMINATION

Having found that the District has satisfied its desegregation obligations in the areas of student assignment, staff, facilities, and extracurricular activities, the Court hereby withdraws its supervision over those areas of the District's operations. Continued judicial supervision of the District will be limited to faculty and transportation, and the implementation of the orders of this Court. The United States and the District agree to negotiate in good faith all disputes that may arise, and any party will have the right to seek judicial resolution of all issues related to compliance with this Consent Order. The United States or the District may request status conferences with

-30-

the Court to further report on the District's implementation of this Consent Order and progress toward achieving full unitary status, if needed.

The District may move for the Court's dismissal of this case in its entirety upon full compliance with the terms of this Consent Order, a showing that the District has taken all practicable measures to desegregate its school system, and a showing that the District has not taken any action that impedes the orderly desegregation of or violates the Fourteenth Amendment to the U.S. Constitution with respect to the operation of its school system. The District may move for partial unitary status and dismissal of the Court's supervision of transportation or faculty upon meeting the above requirements with respect to either area of operations. Such motion for full or partial dismissal may be filed with this Court after three full school years of compliance with the relevant provisions of this Consent Order and no sooner than ninety (90) days after the submission of the District's October 1, 2023 report.

SO ORDERED, ADJUDGED, AND DECREED,

this 1st day of September 2020.

/s/ MICHAEL P. MILLS
UNITED STATES DISTRICT JUDGE
NORTHERN DISTRICT OF MISSISSIPPI

-31-

Agreed as to Form and Content: August 31, 2020

FOR PLAINTIFF UNITED STATES OF
AMERICA:

ERIC S. DREIBAND
Assistant Attorney General
Civil Rights Division

GREGORY B. FRIEL
Deputy Assistant Attorney General

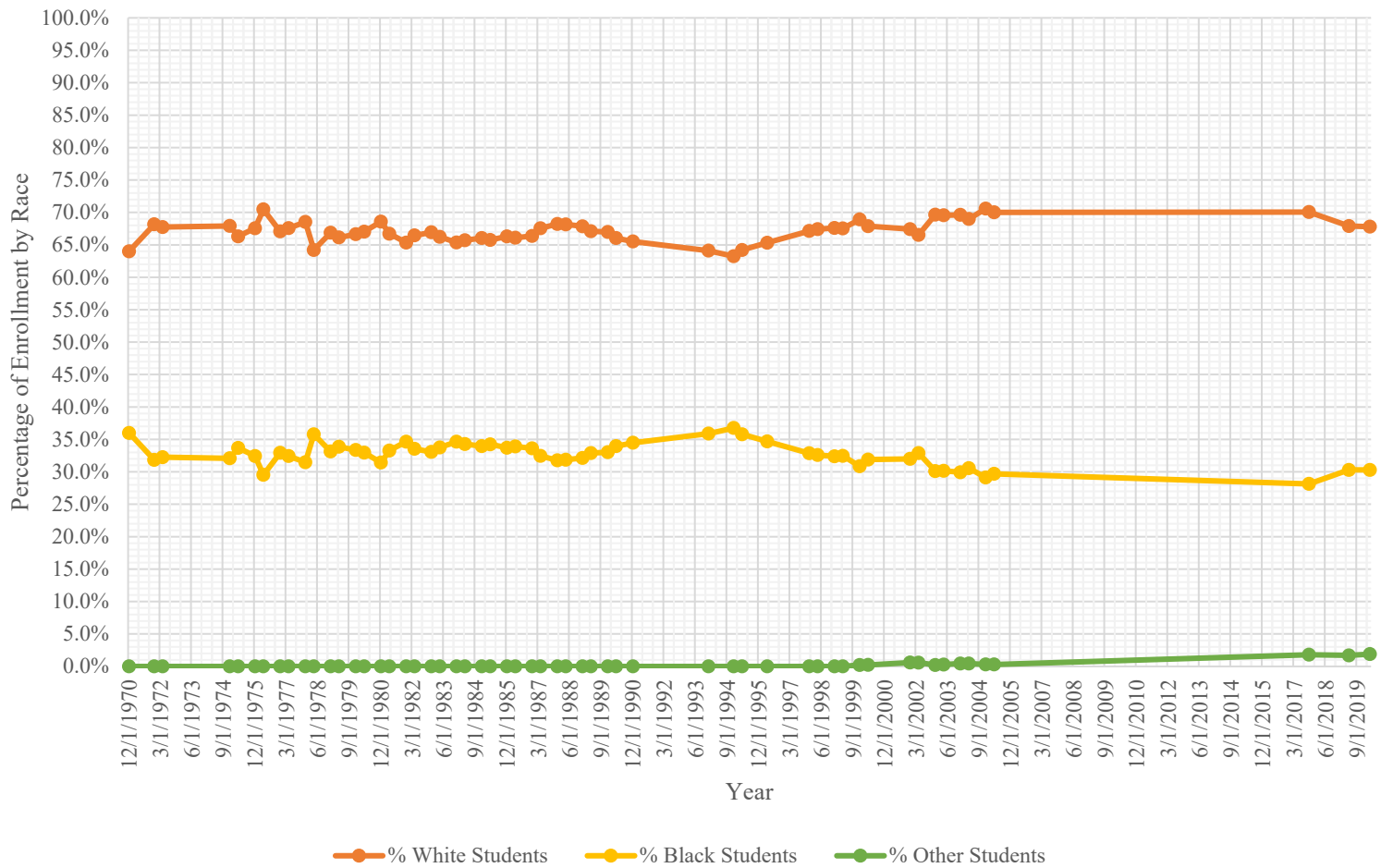
/s/ Jonathan D. Newton
SHAHEENA A. SIMONS
WHITNEY M. PELLEGRINO
JONATHAN D. NEWTON (NY #4622452)
Educational Opportunities Section
Civil Rights Division
U.S. Department of Justice
4 Constitution Square
150 M Street NE, Room 10.216
Washington, DC 20530
Telephone: (202) 514-4092
Fax: (202) 514-8337
jonathan.newton@usdoj.gov

FOR DEFENDANTS NETTLETON LINE
CONSOLIDATED SCHOOL DISTRICT,
NETTLETON SUPERINTENDENT, and
NETTLETON SCHOOL BOARD:

/s/ Gary Carnathan
GARY CARNATHAN
Carnathan Law Office
P.O. Box 70
Tupelo, MS 38802
Telephone: (662) 842-3321
carnathanlaw@redmagnet.com

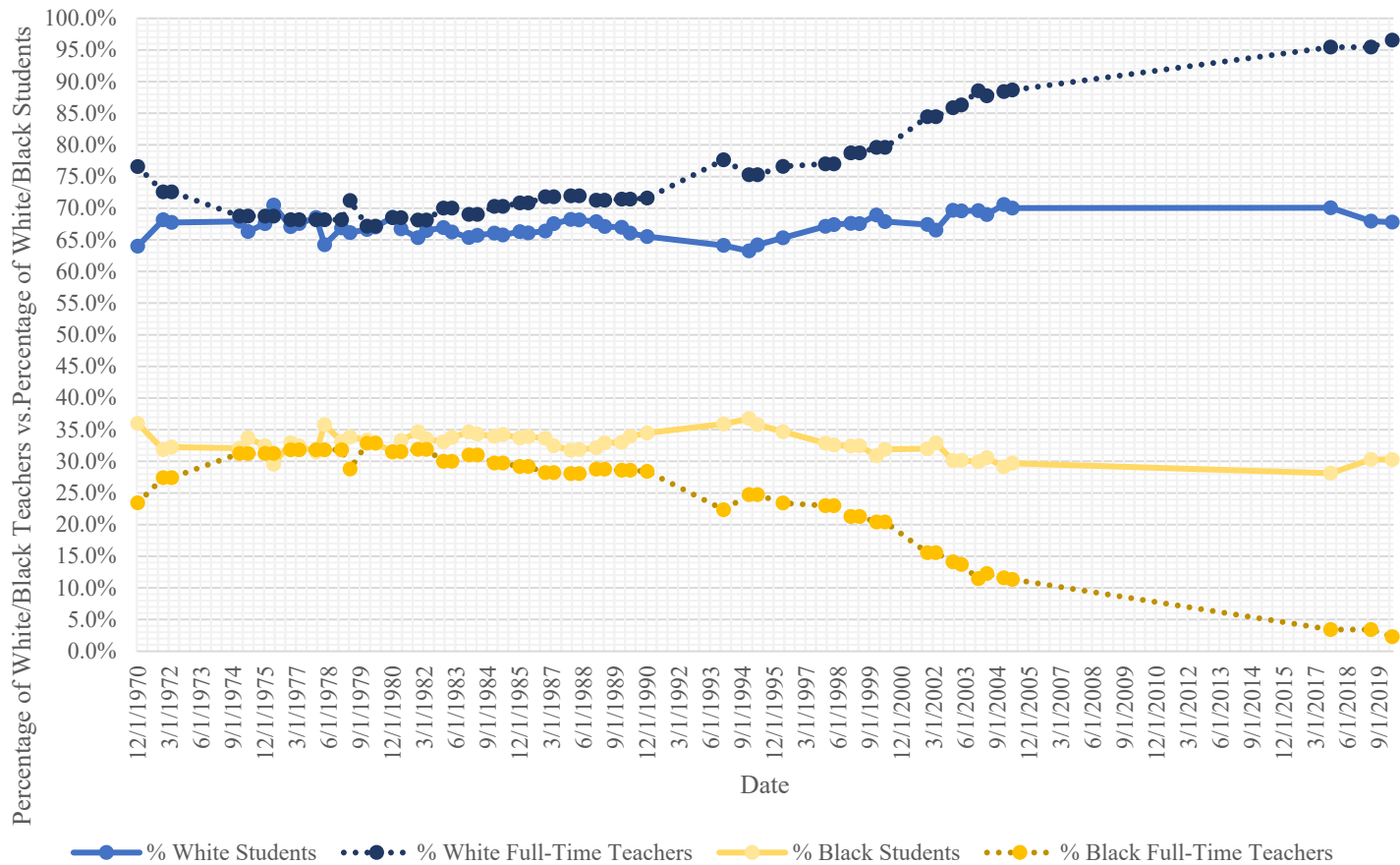
Appendix

Figure 1
Nettleton Line Consolidated School District
Student Assignment (1970-2020)



Appendix

Figure 2
Nettleton Line Consolidated School District
 White Students & White Full-Time Teachers vs.
 Black Students & Black Full-Time Teachers (1970-2020)



Appendix

Table 1 Nettleton Line Consolidated School District – Student Assignment District-wide (1970-2020)								
Year	Grade	White	% White Students	Black	% Black Students	Other	% Other Students	Total
12/1/1970	1-12	834	64.0%	469	36.0%	0	0.0%	1303
12/1/1971	1-12	878	68.2%	410	31.8%	0	0.0%	1288
4/1/1972	1-12	861	67.7%	410	32.3%	0	0.0%	1271
12/1/1974	1-12	904	67.9%	427	32.1%	0	0.0%	1331
4/1/1975	1-12	870	66.3%	442	33.7%	0	0.0%	1312
12/1/1975	1-12	883	67.6%	424	32.4%	0	0.0%	1307
4/1/1976	1-12	988	70.5%	414	29.5%	0	0.0%	1402
12/1/1976	1-12	880	67.1%	432	32.9%	0	0.0%	1312
4/1/1977	1-12	898	67.6%	431	32.4%	0	0.0%	1329
12/1/1977	1-12	910	68.5%	418	31.5%	0	0.0%	1328
4/1/1978	1-12	854	64.2%	476	35.8%	0	0.0%	1330
12/1/1978	1-12	886	66.9%	439	33.1%	0	0.0%	1325
4/1/1979	1-12	877	66.1%	449	33.9%	0	0.0%	1326
12/1/1979	1-12	867	66.6%	434	33.4%	0	0.0%	1301
4/1/1980	1-12	858	67.0%	422	33.0%	0	0.0%	1280
12/1/1980	1-12	886	68.6%	406	31.4%	0	0.0%	1292
4/1/1981	1-12	838	66.7%	418	33.3%	0	0.0%	1256
12/1/1981	1-12	824	65.3%	437	34.7%	0	0.0%	1261
4/1/1982	1-12	846	66.5%	427	33.5%	0	0.0%	1273
12/1/1982	1-12	842	66.9%	416	33.1%	0	0.0%	1258
4/1/1983	1-12	820	66.2%	418	33.8%	0	0.0%	1238
12/1/1983	1-12	817	65.4%	433	34.6%	0	0.0%	1250
4/1/1984	1-12	805	65.7%	420	34.3%	0	0.0%	1225
12/1/1984	1-12	819	66.0%	421	34.0%	0	0.0%	1240
4/1/1985	1-12	799	65.8%	416	34.2%	0	0.0%	1215
12/1/1985	1-12	820	66.3%	417	33.7%	0	0.0%	1237
4/1/1986	1-12	801	66.1%	411	33.9%	0	0.0%	1212
12/1/1986	K-12	910	66.4%	461	33.6%	0	0.0%	1371
4/1/1987	K-12	922	67.5%	443	32.5%	0	0.0%	1365
12/1/1987	K-12	919	68.2%	428	31.8%	0	0.0%	1347
4/1/1988	K-12	905	68.1%	423	31.9%	0	0.0%	1328
12/1/1988	K-12	946	67.9%	448	32.1%	0	0.0%	1394
4/1/1989	K-12	928	67.1%	455	32.9%	0	0.0%	1383
12/1/1989	K-12	917	67.0%	452	33.0%	0	0.0%	1369
4/1/1990	K-12	891	66.0%	458	34.0%	0	0.0%	1349
12/1/1990	K-12	895	65.5%	471	34.5%	0	0.0%	1366

Appendix

12/1/1993	K-12	861	64.1%	482	35.9%	0	0.0%	1343
12/1/1994	K-12	831	63.2%	483	36.8%	0	0.0%	1314
4/1/1995	K-12	852	64.2%	475	35.8%	0	0.0%	1327
4/1/1996	K-12	889	65.3%	472	34.7%	0	0.0%	1361
12/1/1997	K-12	954	67.1%	467	32.9%	0	0.0%	1421
4/1/1998	K-12	939	67.4%	454	32.6%	0	0.0%	1393
12/1/1998	K-12	964	67.6%	462	32.4%	0	0.0%	1426
4/1/1999	K-12	951	67.5%	457	32.5%	0	0.0%	1408
12/1/1999	K-12	947	68.9%	424	30.9%	3	0.2%	1374
4/1/2000	K-12	911	67.9%	428	31.9%	3	0.2%	1342
12/1/2001	K-12	921	67.4%	437	32.0%	8	0.6%	1366
4/1/2002	K-12	920	66.5%	455	32.9%	8	0.6%	1383
12/1/2002	K-12	953	69.7%	412	30.1%	3	0.2%	1368
4/1/2003	K-12	978	69.6%	424	30.2%	4	0.3%	1406
12/1/2003	K-12	942	69.6%	405	29.9%	6	0.4%	1353
4/1/2004	K-12	930	69.0%	412	30.6%	6	0.4%	1348
12/1/2004	K-12	967	70.6%	399	29.1%	4	0.3%	1370
4/1/2005	K-12	948	70.0%	402	29.7%	4	0.3%	1354
10/1/2017	K-12	936	70.1%	376	28.1%	24	1.8%	1336
5/1/2019	K-12	861	67.9%	384	30.3%	22	1.7%	1267
3/17/2020	K-12	842	67.8%	376	30.3%	24	1.9%	1242

Sources: District Court Reports, 1970-2005 *passim* (Ex. 11); Excerpted Responses to U.S. Info. Req. at 1, Dec. 4, 2017 (Ex. 14); Excerpted Responses to U.S. Info. Req. at 1, 5, Mar. 19, 2020 (Ex. 15).

Appendix

Table 2
Nettleton Line Consolidated School District -- Student Assignment by School
(1970-2020)

Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1970	Nettleton High	9-12	202	62.3%	122	37.7%	0	0.0%	324
	Nettleton Junior High	7-8	161	63.4%	93	36.6%	0	0.0%	254
	Nettleton Elementary	4-6	235	68.7%	107	31.3%	0	0.0%	342
	Nettleton Primary	1-3	236	61.6%	147	38.4%	0	0.0%	383
Total			834	64.0%	469	36.0%	0	0.0%	1303
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1971	Nettleton High	9-12	238	71.5%	95	28.5%	0	0.0%	333
	Nettleton Junior High	7-8	161	68.2%	75	31.8%	0	0.0%	236
	Nettleton Elementary	4-6	231	70.2%	98	29.8%	0	0.0%	329
	Nettleton Primary	1-3	248	63.6%	142	36.4%	0	0.0%	390
Total			878	68.2%	410	31.8%	0	0.0%	1288
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1972	Nettleton High	9-12	220	69.0%	99	31.0%	0	0.0%	319
	Nettleton Junior High	7-8	157	67.4%	76	32.6%	0	0.0%	233
	Nettleton Elementary	4-6	234	69.6%	102	30.4%	0	0.0%	336
	Nettleton Primary	1-3	250	65.3%	133	34.7%	0	0.0%	383
Total			861	67.7%	410	32.3%	0	0.0%	1271
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1974	Nettleton High	9-12	256	70.5%	107	29.5%	0	0.0%	363
	Nettleton Junior High	7-8	162	66.4%	82	33.6%	0	0.0%	244
	Nettleton Elementary	4-6	256	69.8%	111	30.2%	0	0.0%	367
	Nettleton Primary	1-3	230	64.4%	127	35.6%	0	0.0%	357
Total			904	67.9%	427	32.1%	0	0.0%	1331
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1975	Nettleton High	9-12	234	70.9%	96	29.1%	0	0.0%	330
	Nettleton Junior High	7-8	157	67.1%	77	32.9%	0	0.0%	234
	Nettleton Elementary	4-6	246	67.4%	119	32.6%	0	0.0%	365
	Nettleton Primary	1-3	233	60.8%	150	39.2%	0	0.0%	383
Total			870	66.3%	442	33.7%	0	0.0%	1312
Year	School	Grade	White	%	Black	%	Other	%	Total

Appendix

12/1/1975	Nettleton High	9-12	286	72.4%	109	27.6%	0	0.0%	395
	Nettleton Junior High	7-8	116	61.4%	73	38.6%	0	0.0%	189
	Nettleton Elementary	4-6	243	67.3%	118	32.7%	0	0.0%	361
	Nettleton Primary	1-3	238	65.7%	124	34.3%	0	0.0%	362
Total			883	67.6%	424	32.4%	0	0.0%	1307
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1976	Nettleton High	9-12	348	76.8%	105	23.2%	0	0.0%	453
	Nettleton Junior High	7-8	147	67.4%	71	32.6%	0	0.0%	218
	Nettleton Elementary	4-6	252	69.8%	109	30.2%	0	0.0%	361
	Nettleton Primary	1-3	241	65.1%	129	34.9%	0	0.0%	370
Total			988	70.5%	414	29.5%	0	0.0%	1402
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1976	Nettleton High	9-12	258	71.7%	102	28.3%	0	0.0%	360
	Nettleton Junior High	7-8	174	69.6%	76	30.4%	0	0.0%	250
	Nettleton Elementary	4-6	226	64.9%	122	35.1%	0	0.0%	348
	Nettleton Primary	1-3	222	62.7%	132	37.3%	0	0.0%	354
Total			880	67.1%	432	32.9%	0	0.0%	1312
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1977	Nettleton High	9-12	258	71.7%	102	28.3%	0	0.0%	360
	Nettleton Junior High	7-8	174	69.6%	76	30.4%	0	0.0%	250
	Nettleton Elementary	4-6	239	66.2%	122	33.8%	0	0.0%	361
	Nettleton Primary	1-3	227	63.4%	131	36.6%	0	0.0%	358
Total			898	67.6%	431	32.4%	0	0.0%	1329
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1977	Nettleton High	9-12	258	70.3%	109	29.7%	0	0.0%	367
	Nettleton Junior High	7-8	175	67.8%	83	32.2%	0	0.0%	258
	Nettleton Elementary	4-6	229	67.4%	111	32.6%	0	0.0%	340
	Nettleton Primary	1-3	248	68.3%	115	31.7%	0	0.0%	363
Total			910	68.5%	418	31.5%	0	0.0%	1328
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1978	Nettleton High	9-12	255	71.3%	107	29.6%	0	0.0%	362
	Nettleton Junior High	7-8	176	67.2%	86	32.8%	0	0.0%	262
	Nettleton Elementary	4-6	220	64.9%	119	35.1%	0	0.0%	339
	Nettleton Primary	1-3	203	55.3%	164	44.7%	0	0.0%	367
Total			854	64.2%	476	35.8%	0	0.0%	1330

Appendix

Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1978	Nettleton High	9-12	264	67.5%	127	32.5%	0	0.0%	391
	Nettleton Junior High	7-8	153	65.4%	81	34.6%	0	0.0%	234
	Nettleton Elementary	4-6	241	67.5%	116	32.5%	0	0.0%	357
	Nettleton Primary	1-3	228	66.5%	115	33.5%	0	0.0%	343
Total			886	66.9%	439	33.1%	0	0.0%	1325
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1979	Nettleton High	9-12	257	67.8%	122	32.2%	0	0.0%	379
	Nettleton Junior High	7-8	153	65.7%	80	34.3%	0	0.0%	233
	Nettleton Elementary	4-6	231	63.6%	132	36.4%	0	0.0%	363
	Nettleton Primary	1-3	236	67.2%	115	32.8%	0	0.0%	351
Total			877	66.1%	449	33.9%	0	0.0%	1326
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1979	Nettleton High	9-12	256	66.8%	127	33.2%	0	0.0%	383
	Nettleton Junior High	7-8	153	67.1%	75	32.9%	0	0.0%	228
	Nettleton Elementary	4-6	230	65.5%	121	34.5%	0	0.0%	351
	Nettleton Primary	1-3	228	67.3%	111	32.7%	0	0.0%	339
Total			867	66.6%	434	33.4%	0	0.0%	1301
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1980	Nettleton High	9-12	243	66.8%	121	33.2%	0	0.0%	364
	Nettleton Junior High	7-8	156	66.4%	79	33.6%	0	0.0%	235
	Nettleton Elementary	4-6	233	67.9%	110	32.1%	0	0.0%	343
	Nettleton Primary	1-3	226	66.9%	112	33.1%	0	0.0%	338
Total			858	67.0%	422	33.0%	0	0.0%	1280
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1980	Nettleton High	9-12	260	68.1%	122	31.9%	0	0.0%	382
	Nettleton Junior High	7-8	169	73.2%	62	26.8%	0	0.0%	231
	Nettleton Elementary	4-6	235	67.1%	115	32.9%	0	0.0%	350
	Nettleton Primary	1-3	222	67.5%	107	32.5%	0	0.0%	329
Total			886	68.6%	406	31.4%	0	0.0%	1292
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1981	Nettleton High	9-12	232	64.3%	129	35.7%	0	0.0%	361
	Nettleton Junior High	7-8	158	71.2%	64	28.8%	0	0.0%	222
	Nettleton Elementary	4-6	232	66.5%	117	33.5%	0	0.0%	349
	Nettleton Primary	1-3	216	66.7%	108	33.3%	0	0.0%	324
Total			838	66.7%	418	33.3%	0	0.0%	1256

Appendix

Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1981	Nettleton High	9-12	256	67.0%	126	33.0%	0	0.0%	382
	Nettleton Junior High	7-8	151	65.1%	81	34.9%	0	0.0%	232
	Nettleton Elementary	4-6	217	64.8%	118	35.2%	0	0.0%	335
	Nettleton Primary	1-3	200	64.1%	112	35.9%	0	0.0%	312
Total			824	65.3%	437	34.7%	0	0.0%	1261
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1982	Nettleton High	9-12	245	66.6%	123	33.4%	0	0.0%	368
	Nettleton Junior High	7-8	145	63.9%	82	36.1%	0	0.0%	227
	Nettleton Elementary	4-6	228	68.1%	107	31.9%	0	0.0%	335
	Nettleton Primary	1-3	228	66.5%	115	33.5%	0	0.0%	343
Total			846	66.5%	427	33.5%	0	0.0%	1273
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1982	Nettleton High	9-12	219	66.6%	110	33.4%	0	0.0%	329
	Nettleton Junior High	7-8	173	67.6%	83	32.4%	0	0.0%	256
	Nettleton Elementary	4-6	223	67.0%	110	33.0%	0	0.0%	333
	Nettleton Primary	1-3	227	66.8%	113	33.2%	0	0.0%	340
Total			842	66.9%	416	33.1%	0	0.0%	1258
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1983	Nettleton High	9-12	198	64.3%	110	35.7%	0	0.0%	308
	Nettleton Junior High	7-8	172	65.6%	90	34.4%	0	0.0%	262
	Nettleton Elementary	4-6	229	68.6%	105	31.4%	0	0.0%	334
	Nettleton Primary	1-3	221	66.2%	113	33.8%	0	0.0%	334
Total			820	66.2%	418	33.8%	0	0.0%	1238
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1983	Nettleton High	9-12	224	65.7%	117	34.3%	0	0.0%	341
	Nettleton Junior High	7-8	167	68.2%	78	31.8%	0	0.0%	245
	Nettleton Elementary	4-6	216	67.5%	104	32.5%	0	0.0%	320
	Nettleton Primary	1-3	210	61.0%	134	39.0%	0	0.0%	344
Total			817	65.4%	433	34.6%	0	0.0%	1250
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1984	Nettleton High	9-12	211	65.3%	112	34.7%	0	0.0%	323
	Nettleton Junior High	7-8	163	67.6%	78	32.4%	0	0.0%	241
	Nettleton Elementary	4-6	219	68.4%	101	31.6%	0	0.0%	320
	Nettleton Primary	1-3	212	62.2%	129	37.8%	0	0.0%	341

Appendix

Total			805	65.7%	420	34.3%	0	0.0%	1225
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1984	Nettleton High	9-12	218	66.7%	109	33.3%	0	0.0%	327
	Nettleton Junior High	7-8	152	65.8%	79	34.2%	0	0.0%	231
	Nettleton Elementary	4-6	233	70.0%	100	30.0%	0	0.0%	333
	Nettleton Primary	1-3	216	61.9%	133	38.1%	0	0.0%	349
Total			819	66.0%	421	34.0%	0	0.0%	1240
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1985	Nettleton High	9-12	207	65.1%	111	34.9%	0	0.0%	318
	Nettleton Junior High	7-8	154	66.4%	78	33.6%	0	0.0%	232
	Nettleton Elementary	4-6	224	69.3%	99	30.7%	0	0.0%	323
	Nettleton Primary	1-3	214	62.6%	128	37.4%	0	0.0%	342
Total			799	65.8%	416	34.2%	0	0.0%	1215
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1985	Nettleton High	9-12	229	65.4%	121	34.6%	0	0.0%	350
	Nettleton Junior High	7-8	160	72.7%	60	27.3%	0	0.0%	220
	Nettleton Elementary	4-6	215	68.7%	98	31.3%	0	0.0%	313
	Nettleton Primary	1-3	216	61.0%	138	39.0%	0	0.0%	354
Total			820	66.3%	417	33.7%	0	0.0%	1237
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1986	Nettleton High	9-12	211	64.9%	114	35.1%	0	0.0%	325
	Nettleton Junior High	7-8	144	70.6%	60	29.4%	0	0.0%	204
	Nettleton Elementary	4-6	221	69.1%	99	30.9%	0	0.0%	320
	Nettleton Primary	1-3	225	62.0%	138	38.0%	0	0.0%	363
Total			801	66.1%	411	33.9%	0	0.0%	1212
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1986	Nettleton High	9-12	236	66.3%	120	33.7%	0	0.0%	356
	Nettleton Junior High	7-8	153	71.2%	62	28.8%	0	0.0%	215
	Nettleton Elementary	4-6	213	66.6%	107	33.4%	0	0.0%	320
	Nettleton Primary	K-3	308	64.2%	172	35.8%	0	0.0%	480
Total			910	66.4%	461	33.6%	0	0.0%	1371
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1987	Nettleton High	9-12	223	67.0%	110	33.0%	0	0.0%	333
	Nettleton Junior High	7-8	169	73.2%	62	26.8%	0	0.0%	231
	Nettleton Elementary	4-6	218	67.3%	106	32.7%	0	0.0%	324

Appendix

	Nettleton Primary	K-3	312	65.4%	165	34.6%	0	0.0%	477
Total			922	67.5%	443	32.5%	0	0.0%	1365
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1987	Nettleton High	9-12	220	69.0%	99	31.0%	0	0.0%	319
	Nettleton Junior High	7-8	165	72.7%	62	27.3%	0	0.0%	227
	Nettleton Elementary	4-6	209	67.0%	103	33.0%	0	0.0%	312
	Nettleton Primary	K-3	325	66.5%	164	33.5%	0	0.0%	489
Total			919	68.2%	428	31.8%	0	0.0%	1347
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1988	Nettleton High	9-12	216	69.2%	96	30.8%	0	0.0%	312
	Nettleton Junior High	7-8	161	72.5%	61	27.5%	0	0.0%	222
	Nettleton Elementary	K-6	528	66.5%	266	33.5%	0	0.0%	794
Total			905	68.1%	423	31.9%	0	0.0%	1328
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1988	Nettleton High	9-12	227	67.6%	109	32.4%	0	0.0%	336
	Nettleton Junior High	7-8	155	73.1%	57	26.9%	0	0.0%	212
	Nettleton Elementary	K-6	564	66.7%	282	33.3%	0	0.0%	846
Total			946	67.9%	448	32.1%	0	0.0%	1394
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1989	Nettleton High	9-12	213	66.6%	107	33.4%	0	0.0%	320
	Nettleton Junior High	7-8	157	72.4%	60	27.6%	0	0.0%	217
	Nettleton Elementary	K-6	558	66.0%	288	34.0%	0	0.0%	846
Total			928	67.1%	455	32.9%	0	0.0%	1383
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1989	Nettleton High	9-12	247	71.0%	101	29.0%	0	0.0%	348
	Nettleton Junior High	7-8	146	69.2%	65	30.8%	0	0.0%	211
	Nettleton Elementary	K-6	524	64.7%	286	35.3%	0	0.0%	810
Total			917	67.0%	452	33.0%	0	0.0%	1369
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1990	Nettleton High	9-12	235	70.1%	100	29.9%	0	0.0%	335
	Nettleton Junior High	7-8	141	65.3%	75	34.7%	0	0.0%	216
	Nettleton Elementary	K-6	515	64.5%	283	35.5%	0	0.0%	798
Total			891	66.0%	458	34.0%	0	0.0%	1349
Year	School	Grade	White	%	Black	%	Other	%	Total

Appendix

12/1/1990	Nettleton High	9-12	248	69.5%	109	30.5%	0	0.0%	357
	Nettleton Junior High	7-8	137	63.7%	78	36.3%	0	0.0%	215
	Nettleton Elementary	K-6	510	64.2%	284	35.8%	0	0.0%	794
Total			895	65.5%	471	34.5%	0	0.0%	1366
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1993	Nettleton High	9-12	205	61.0%	131	39.0%	0	0.0%	336
	Nettleton Junior High	7-8	155	65.4%	82	34.6%	0	0.0%	237
	Nettleton Elementary	K-6	501	65.1%	269	34.9%	0	0.0%	770
Total			861	64.1%	482	35.9%	0	0.0%	1343
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1994	Nettleton High	9-12	210	61.0%	134	39.0%	0	0.0%	344
	Nettleton Junior High	7-8	156	67.0%	77	33.0%	0	0.0%	233
	Nettleton Elementary	K-6	465	63.1%	272	36.9%	0	0.0%	737
Total			831	63.2%	483	36.8%	0	0.0%	1314
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1995	Nettleton High	9-12	193	60.5%	126	39.5%	0	0.0%	319
	Nettleton Junior High	7-8	171	67.9%	81	32.1%	0	0.0%	252
	Nettleton Elementary	K-6	488	64.6%	268	35.4%	0	0.0%	756
Total			852	64.2%	475	35.8%	0	0.0%	1327
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1996	Nettleton High	9-12	205	62.1%	125	37.9%	0	0.0%	330
	Nettleton Junior High	7-8	168	65.9%	87	34.1%	0	0.0%	255
	Nettleton Elementary	K-6	516	66.5%	260	33.5%	0	0.0%	776
Total			889	65.3%	472	34.7%	0	0.0%	1361
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1997	Nettleton High	9-12	275	66.7%	137	33.3%	0	0.0%	412
	Nettleton Junior High	7-8	124	62.0%	76	38.0%	0	0.0%	200
	Nettleton Elementary	K-6	555	68.6%	254	31.4%	0	0.0%	809
Total			954	67.1%	467	32.9%	0	0.0%	1421
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1998	Nettleton High	9-12	262	66.0%	135	34.0%	0	0.0%	397
	Nettleton Junior High	7-8	117	61.9%	72	38.1%	0	0.0%	189
	Nettleton Elementary	K-6	560	69.4%	247	30.6%	0	0.0%	807
Total			939	67.4%	454	32.6%	0	0.0%	1393

Appendix

Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1998	Nettleton High	9-12	264	66.5%	133	33.5%	0	0.0%	397
	Nettleton Junior High	7-8	147	65.3%	78	34.7%	0	0.0%	225
	Nettleton Elementary	K-6	553	68.8%	251	31.2%	0	0.0%	804
Total			964	67.6%	462	32.4%	0	0.0%	1426
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/1999	Nettleton High	9-12	242	65.1%	130	34.9%	0	0.0%	372
	Nettleton Junior High	7-8	143	64.4%	79	35.6%	0	0.0%	222
	Nettleton Elementary	K-6	566	69.5%	248	30.5%	0	0.0%	814
Total			951	67.5%	457	32.5%	0	0.0%	1408
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/1999	Nettleton High	9-12	229	65.1%	123	34.9%	0	0.0%	352
	Nettleton Junior High	7-8	170	67.5%	81	32.1%	1	0.4%	252
	Nettleton Elementary	4-6	221	71.8%	87	28.2%	0	0.0%	308
	Nettleton Primary	K-3	327	70.8%	133	28.8%	2	0.4%	462
Total			947	68.9%	424	30.9%	3	0.2%	1374
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/2000	Nettleton High	9-12	219	65.2%	117	34.8%	0	0.0%	336
	Nettleton Junior High	7-8	167	66.8%	82	32.8%	1	0.4%	250
	Nettleton Elementary	4-6	210	68.0%	99	32.0%	0	0.0%	309
	Nettleton Primary	K-3	315	70.5%	130	29.1%	2	0.4%	447
Total			911	67.9%	428	31.9%	3	0.2%	1342
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/2001	Nettleton High	9-12	220	63.0%	128	36.7%	1	0.3%	349
	Nettleton Junior High	7-8	142	66.0%	73	34.0%	0	0.0%	215
	Nettleton Elementary	4-6	251	70.9%	102	28.8%	1	0.3%	354
	Nettleton Primary	K-3	308	68.8%	134	29.9%	6	1.3%	448
Total			921	67.4%	437	32.0%	8	0.6%	1366
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/2002	Nettleton High	9-12	220	60.3%	144	39.5%	1	0.3%	365
	Nettleton Junior High	7-8	140	66.0%	72	34.0%	0	0.0%	212
	Nettleton Elementary	4-6	250	69.4%	109	30.3%	1	0.3%	360
	Nettleton Primary	K-3	310	69.5%	130	29.1%	6	1.3%	446
Total			920	66.5%	455	32.9%	8	0.6%	1383
Year	School	Grade	White	%	Black	%	Other	%	Total

Appendix

12/1/2002	Nettleton High	9-12	239	64.1%	132	35.4%	2	0.5%	373
	Nettleton Junior High	7-8	161	72.9%	60	27.1%	0	0.0%	221
	Nettleton Elementary	4-6	240	69.6%	104	30.1%	1	0.3%	345
	Nettleton Primary	K-3	313	73.0%	116	27.0%	0	0.0%	429
Total			953	69.7%	412	30.1%	3	0.2%	1368
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/2003	Nettleton High	9-12	228	63.3%	131	36.4%	1	0.3%	360
	Nettleton Junior High	7-8	171	74.3%	58	25.2%	1	0.4%	230
	Nettleton Elementary	4-6	262	70.2%	110	29.5%	1	0.3%	373
	Nettleton Primary	K-3	317	71.6%	125	28.2%	1	0.2%	443
Total			978	69.6%	424	30.2%	4	0.3%	1406
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/2003	Nettleton High	9-12	209	63.5%	117	35.6%	3	0.9%	329
	Nettleton Junior High	7-8	171	68.1%	80	31.9%	0	0.0%	251
	Nettleton Elementary	4-6	241	70.1%	101	29.4%	2	0.6%	344
	Nettleton Primary	K-3	321	74.8%	107	24.9%	1	0.2%	429
Total			942	69.6%	405	29.9%	6	0.4%	1353
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/2004	Nettleton High	9-12	213	64.7%	113	34.3%	3	0.9%	329
	Nettleton Junior High	7-8	154	63.1%	89	36.5%	1	0.4%	244
	Nettleton Elementary	4-6	243	71.3%	96	28.2%	2	0.6%	341
	Nettleton Primary	K-3	320	73.7%	114	26.3%	0	0.0%	434
Total			930	69.0%	412	30.6%	6	0.4%	1348
Year	School	Grade	White	%	Black	%	Other	%	Total
12/1/2004	Nettleton High	9-12	242	68.4%	111	31.4%	1	0.3%	354
	Nettleton Junior High	7-8	177	70.2%	75	29.8%	0	0.0%	252
	Nettleton Elementary	4-6	222	68.3%	101	31.1%	2	0.6%	325
	Nettleton Primary	K-3	326	74.3%	112	25.5%	1	0.2%	439
Total			967	70.6%	399	29.1%	4	0.3%	1370
Year	School	Grade	White	%	Black	%	Other	%	Total
4/1/2005	Nettleton High	9-12	240	68.4%	110	31.3%	1	0.3%	351
	Nettleton Junior High	7-8	172	67.7%	82	32.3%	0	0.0%	254
	Nettleton Elementary	4-6	217	67.6%	102	31.8%	2	0.6%	321
	Nettleton Primary	K-3	319	74.5%	108	25.2%	1	0.2%	428
Total			948	70.0%	402	29.7%	4	0.3%	1354

Appendix

Year	School	Grade	White	%	Black	%	Other	%	Total
10/1/2017	Nettleton High	9-12	272	66.8%	127	31.2%	8	2.0%	407
	Nettleton Junior High	7-8	160	76.9%	45	21.6%	3	1.4%	208
	Nettleton Elementary	4-6	203	68.4%	92	31.0%	2	0.7%	297
	Nettleton Primary	K-3	299	71.7%	107	25.7%	11	2.6%	417
	Alternative Classroom	N/A	2	28.6%	5	71.4%	0	0.0%	7
Total			936	70.1%	376	28.1%	24	1.8%	1336
Year	School	Grade	White	%	Black	%	Other	%	Total
5/1/2019	Nettleton High	9-12	260	67.7%	116	30.2%	8	2.1%	384
	Nettleton Junior High	7-8	127	66.8%	61	32.1%	2	1.1%	190
	Nettleton Elementary	4-6	204	66.4%	100	32.6%	3	1.0%	307
	Nettleton Primary	K-3	270	69.9%	107	27.7%	9	2.3%	386
Total			861	68.0%	384	30.3%	22	1.7%	1267
Year	School	Grade	White	%	Black	%	Other	%	Total
3/17/2020	Nettleton High	9-12	264	68.8%	112	29.2%	8	2.1%	384
	Nettleton Junior High	7-8	108	61.0%	68	38.4%	1	0.6%	177
	Nettleton Elementary	4-6	213	68.3%	92	29.5%	7	2.2%	312
	Nettleton Primary	K-3	257	69.6%	104	28.2%	8	2.2%	369
Total			842	67.8%	376	30.3%	24	1.9%	1242
Sources: District Court Reports, 1970-2005 <i>passim</i> (Ex. 11); Excerpted Responses to U.S. Info. Req. at 1, Dec. 4, 2017 (Ex. 14); Excerpted Responses to U.S. Info. Req. at 1–9, Mar. 19, 2020 (Ex. 15).									

Appendix

Table 3 Nettleton Line Consolidated School District -- Gifted Enrollment (SY 2016-17)							
Grade	White	%	Black	%	Other	%	Total
2	14	70.0%	5	25.0%	1	5.0%	20
3	12	100.0%	0	0.0%	0	0.0%	12
4	9	69.2%	3	23.1%	1	7.7%	13
5	5	55.6%	4	44.4%	0	0.0%	9
6	10	90.9%	0	0.0%	1	9.1%	11
7	5	55.6%	4	44.4%	0	0.0%	9
8	8	80.0%	2	20.0%	0	0.0%	10
Total	63	75.0%	18	21.4%	3	3.6%	84
Sources: Excerpted Responses to U.S. Info. Req. at 2, Dec. 4, 2017 (Ex. 14).							

Table 4 Nettleton Line Consolidated School District -- Gifted Enrollment (SY 2017-18)							
Grade	White	%	Black	%	Other	%	Total
2	10	90.9%	1	9.1%	0	0.0%	11
3	14	66.7%	5	23.8%	2	9.5%	21
4	12	100.0%	0	0.0%	0	0.0%	12
5	9	69.2%	3	23.1%	1	7.7%	13
6	5	55.6%	4	44.4%	0	0.0%	9
7	10	90.9%	0	0.0%	1	9.1%	11
8	6	66.7%	3	33.3%	0	0.0%	9
Total	66	76.7%	16	18.6%	4	4.7%	86
Sources: Excerpted Responses to U.S. Info. Req. at 3, Dec. 4, 2017 (Ex. 14).							

Appendix

Table 5 Nettleton Line Consolidated School District -- Gifted Referral Process (SY 2016-17)								
Grade	Process	White	%	Black	%	Other	%	Total
1	Screener	15	83.3%	2	11.1%	1	5.6%	18
	Teacher	1	100.0%	0	0.0%	0	0.0%	1
	Parent	0	0.0%	0	0.0%	0	0.0%	0
	Evaluated	16	84.2%	2	10.5%	1	5.3%	19
	Eligible	9	90.0%	1	10.0%	0	0.0%	10
	Enrolled	9	90.0%	1	10.0%	0	0.0%	10
2	Screener	N/A	N/A	N/A	N/A	N/A	N/A	0
	Teacher	9	56.3%	7	43.8%	0	0.0%	16
	Parent	12	100.0%	0	0.0%	0	0.0%	12
	Evaluated	21	75.0%	7	25.0%	0	0.0%	28
	Eligible	16	72.7%	6	27.3%	0	0.0%	22
	Enrolled	15	71.4%	6	28.6%	0	0.0%	21
3	Screener	N/A	N/A	N/A	N/A	N/A	N/A	0
	Teacher	0	0.0%	0	0.0%	0	0.0%	0
	Parent	5	100.0%	0	0.0%	0	0.0%	5
	Evaluated	5	100.0%	0	0.0%	0	0.0%	5
	Eligible	4	100.0%	0	0.0%	0	0.0%	4
	Enrolled	4	100.0%	0	0.0%	0	0.0%	4
Sources: Excerpted Responses to U.S. Info. Req. at 2, Dec. 4, 2017 (Ex. 14).								

Appendix

Table 6 Nettleton Line Consolidated School District -- Gifted Referral Process (SY 2017-18)								
Grade	Process	White	%	Black	%	Other	%	Total
3	Screener	N/A	N/A	N/A	N/A	N/A	N/A	0
	Teacher	0	0.0%	0	0.0%	0	0.0%	0
	Parent	1	100.0%	0	0.0%	0	0.0%	1
	Evaluated	1	100.0%	0	0.0%	0	0.0%	1
	Eligible	0	0.0%	0	0.0%	0	0.0%	0
	Enrolled	0	0.0%	0	0.0%	0	0.0%	0
5	Screener	N/A	N/A	N/A	N/A	N/A	N/A	0
	Teacher	0	0.0%	0	0.0%	0	0.0%	0
	Parent	0	0.0%	1	100.0%	0	0.0%	1
	Evaluated	0	0.0%	1	100.0%	0	0.0%	1
	Eligible	0	0.0%	0	0/0%	0	0/0%	0
	Enrolled	0	0.0%	0	0/0%	0	0/0%	0
7	Screener	N/A	N/A	N/A	N/A	N/A	N/A	0
	Teacher	0	0.0%	0	0.0%	0	0.0%	0
	Parent	1	100.0%	0	0.0%		0.0%	1
	Evaluated	1	100.0%	0	0.0%	0	0.0%	1
	Eligible	1	100.0%	0	0.0%	0	0.0%	1
	Enrolled	1	100.0%	0	0.0%	0	0.0%	1
Sources: Excerpted Responses to U.S. Info. Req. at 3, Dec. 4, 2017 (Ex. 14).								

Table 7 Nettleton High School -- AP/Honors/Dual Credit Classes (SY 2017-18)									
Class	Grade(s)	White	%	Black	%	Other	%	Total	
Accelerated Biology I	9	25	86.2%	4	13.8%	0	0.0%	29	
Accelerated English I	9	24	80.0%	6	20.0%	0	0.0%	30	
AP U.S. History	11	12	75.0%	4	25.0%	0	0.0%	16	
College Algebra (Dual Credit)	11, 12	4	100.0%	0	0.0%	0	0.0%	4	
College Algebra (Dual Credit)	11, 12	9	56.3%	7	43.8%	0	0.0%	16	
Composition I (Dual Credit)	11, 12	22	75.9%	6	20.7%	1	3.4%	29	
Composition II (Dual Credit)	12	7	87.5%	0	0.0%	1	12.5%	8	
General Psychology (Dual Credit)	11, 12	9	90.0%	1	10.0%	0	0.0%	10	
General Psychology (Dual Credit)	11	7	70.0%	3	30.0%	0	0.0%	10	
Total		119	78.3%	31	20.4%	2	1.3%	152	
Sources: Excerpted Responses to U.S. Info. Req. at 4–8, Dec. 4, 2017 (Ex. 14).									

Appendix

Table 8
Nettleton Line Consolidated School District – Faculty & Staff (1970-2020)

Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1970	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	49	76.6%	15	23.4%	0	0.0%	64
			Aides	0	0.0%	0	0.0%	0	0.0%	0
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1971	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	45	72.6%	17	27.4%	0	0.0%	62
			Aides	0	0.0%	0	0.0%	0	0.0%	0
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1972	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	1	50.0%	1	50.0%	0	0.0%	2
			Full-Time Teachers	45	72.6%	17	27.4%	0	0.0%	62
			Aides	0	0.0%	0	0.0%	0	0.0%	0
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1974	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	44	68.8%	20	31.3%	0	0.0%	64
			Aides	4	0.0%	1	0.0%	0	0.0%	5
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0

Appendix

Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1975	District-wide Totals	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	44	68.8%	20	31.3%	0	0.0%	64
			Aides	4	80.0%	1	20.0%	0	0.0%	5
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1975	District-wide Totals	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	44	68.8%	20	31.3%	0	0.0%	64
			Aides	6	66.7%	3	33.3%	0	0.0%	9
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1976	District-wide Totals	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	44	68.8%	20	31.3%	0	0.0%	64
			Aides	6	66.7%	3	33.3%	0	0.0%	9
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1976	District-wide Totals	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	45	68.2%	21	31.8%	0	0.0%	66
			Aides	6	66.7%	3	33.3%	0	0.0%	9
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1977	District-wide Totals	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	45	68.2%	21	31.8%	0	0.0%	66
			Aides	6	66.7%	3	33.3%	0	0.0%	9
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0

Appendix

Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1977	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	45	68.2%	21	31.8%	0	0.0%	66
			Aides	5	62.5%	3	37.5%	0	0.0%	8
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1978	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	45	68.2%	21	31.8%	0	0.0%	66
			Aides	5	62.5%	3	37.5%	0	0.0%	8
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1978	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	47	71.2%	19	28.8%	0	0.0%	66
			Aides	7	58.3%	5	41.7%	0	0.0%	12
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1979	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	47	71.2%	19	28.8%	0	0.0%	66
			Aides	7	58.3%	5	41.7%	0	0.0%	12
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1979	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	47	67.1%	23	32.9%	0	0.0%	70
			Aides	9	69.2%	4	30.8%	0	0.0%	13

Appendix

			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1980	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	47	67.1%	23	32.9%	0	0.0%	70
			Aides	9	69.2%	4	30.8%	0	0.0%	13
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1980	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	50	68.5%	23	31.5%	0	0.0%	73
			Aides	12	70.6%	5	29.4%	0	0.0%	17
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1981	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	50	68.5%	23	31.5%	0	0.0%	73
			Aides	12	70.6%	5	29.4%	0	0.0%	17
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1981	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	47	68.1%	22	31.9%	0	0.0%	69
			Aides	9	69.2%	4	30.8%	0	0.0%	13
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1982	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	47	68.1%	22	31.9%	0	0.0%	69

Appendix

			Aides	9	69.2%	4	30.8%	0	0.0%	13
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1982	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	49	70.0%	21	30.0%	0	0.0%	70
			Aides	8	66.7%	4	33.3%	0	0.0%	12
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1983	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	49	70.0%	21	30.0%	0	0.0%	70
			Aides	8	66.7%	4	33.3%	0	0.0%	12
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1983	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	49	69.0%	22	31.0%	0	0.0%	71
			Aides	4	44.4%	5	55.6%	0	0.0%	9
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1984	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	49	69.0%	22	31.0%	0	0.0%	71
			Aides	4	44.4%	5	55.6%	0	0.0%	9
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1984	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1

Appendix

			Full-Time Teachers	52	70.3%	22	29.7%	0	0.0%	74
			Aides	15	68.2%	7	31.8%	0	0.0%	22
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1985	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	52	70.3%	22	29.7%	0	0.0%	74
			Aides	15	68.2%	7	31.8%	0	0.0%	22
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1985	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	51	70.8%	21	29.2%	0	0.0%	72
			Aides	19	73.1%	7	26.9%	0	0.0%	26
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1986	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	51	70.8%	21	29.2%	0	0.0%	72
			Aides	18	72.0%	7	28.0%	0	0.0%	25
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1986	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	56	71.8%	22	28.2%	0	0.0%	78
			Aides	17	70.8%	7	29.2%	0	0.0%	24
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total

Appendix

4/1/1987	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	56	71.8%	22	28.2%	0	0.0%	78
			Aides	17	70.8%	7	29.2%	0	0.0%	24
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1987	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	59	72.0%	23	28.0%	0	0.0%	82
			Aides	14	63.6%	8	36.4%	0	0.0%	22
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1988	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	59	72.0%	23	28.0%	0	0.0%	82
			Aides	14	63.6%	8	36.4%	0	0.0%	22
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1988	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	57	71.3%	23	28.8%	0	0.0%	80
			Aides	13	59.1%	9	40.9%	0	0.0%	22
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1989	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	57	71.3%	23	28.8%	0	0.0%	80
			Aides	13	59.1%	9	40.9%	0	0.0%	22
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0

Appendix

Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1989	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	60	71.4%	24	28.6%	0	0.0%	84
			Aides	15	60.0%	10	40.0%	0	0.0%	25
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1990	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	60	71.4%	24	28.6%	0	0.0%	84
			Aides	15	60.0%	10	40.0%	0	0.0%	25
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1990	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	63	71.6%	25	28.4%	0	0.0%	88
			Aides	25	69.4%	11	30.6%	0	0.0%	36
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1993	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	66	77.6%	19	22.4%	0	0.0%	85
			Aides	19	67.9%	9	32.1%	0	0.0%	28
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1994	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	67	75.3%	22	24.7%	0	0.0%	89
			Aides	25	69.4%	11	30.6%	0	0.0%	36
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0

Appendix

Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1995	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	67	75.3%	22	24.7%	0	0.0%	89
			Aides	25	69.4%	11	30.6%	0	0.0%	36
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1996	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	72	76.6%	22	23.4%	0	0.0%	94
			Aides	23	79.3%	6	20.7%	0	0.0%	29
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1997	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	77	77.0%	23	23.0%	0	0.0%	100
			Aides	19	79.2%	5	20.8%	0	0.0%	24
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1998	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	77	77.0%	23	23.0%	0	0.0%	100
			Aides	19	79.2%	5	20.8%	0	0.0%	24
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1998	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	74	78.7%	20	21.3%	0	0.0%	94
			Aides	20	76.9%	6	23.1%	0	0.0%	26

Appendix

			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/1999	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	74	78.7%	20	21.3%	0	0.0%	94
			Aides	20	76.9%	6	23.1%	0	0.0%	26
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/1999	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	24	85.7%	4	14.3%	0	0.0%	28
			Assistant Teachers	26	100.0%	0	0.0%	0	0.0%	26
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	14	82.4%	3	17.6%	0	0.0%	17
			Assistant Teachers	1	25.0%	3	75.0%	0	0.0%	4
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	13	68.4%	6	31.6%	0	0.0%	19
			Assistant Teachers	3	75.0%	1	25.0%	0	0.0%	4
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	25	83.3%	5	16.7%	0	0.0%	30
			Assistant Teachers	12	80.0%	3	20.0%	0	0.0%	15
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	78	79.6%	20	20.4%	0	0.0%	98
			Assistant Teachers	17	0.0%	7	0.0%	0	0.0%	24
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/2000	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	24	85.7%	4	14.3%	0	0.0%	28

Appendix

			Assistant Teachers	1	100.0%	0	0.0%	0	0.0%	1
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	14	82.4%	3	17.6%	0	0.0%	17
			Assistant Teachers	1	25.0%	3	75.0%	0	0.0%	4
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	13	68.4%	6	31.6%	0	0.0%	19
			Assistant Teachers	3	75.0%	1	25.0%	0	0.0%	4
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	25	83.3%	5	16.7%	0	0.0%	30
			Assistant Teachers	12	80.0%	3	20.0%	0	0.0%	15
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	78	79.6%	20	20.4%	0	0.0%	98
			Assistant Teachers	17	0.0%	7	0.0%	0	0.0%	24
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/2001	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	27	90.0%	3	10.0%	0	0.0%	30
			Assistant Teachers	1	100.0%	0	0.0%	0	0.0%	1
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	15	83.3%	3	16.7%	0	0.0%	18
			Assistant Teachers	0	0.0%	4	100.0%	0	0.0%	4
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	12	75.0%	4	25.0%	0	0.0%	16
			Assistant Teachers	3	75.0%	1	25.0%	0	0.0%	4
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	22	84.6%	4	15.4%	0	0.0%	26
			Assistant Teachers	12	85.7%	2	14.3%	0	0.0%	14
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1

Appendix

			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	76	84.4%	14	15.6%	0	0.0%	90
			Assistant Teachers	16	0.0%	7	0.0%	0	0.0%	23
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/2002	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	27	90.0%	3	10.0%	0	0.0%	30
			Assistant Teachers	1	100.0%	0	0.0%	0	0.0%	1
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	15	83.3%	3	16.7%	0	0.0%	18
			Assistant Teachers	0	0.0%	2	100.0%	0	0.0%	2
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	13	76.5%	4	23.5%	0	0.0%	17
			Assistant Teachers	3	75.0%	1	25.0%	0	0.0%	4
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	22	84.6%	4	15.4%	0	0.0%	26
			Assistant Teachers	11	84.6%	2	15.4%	0	0.0%	13
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	76	84.4%	14	15.6%	0	0.0%	90
			Assistant Teachers	15	0.0%	6	0.0%	0	0.0%	21
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/2002	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	27	90.0%	3	10.0%	0	0.0%	30
			Assistant Teachers	1	100.0%	0	0.0%	0	0.0%	1
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	16	84.2%	3	15.8%	0	0.0%	19
			Assistant Teachers	0	0.0%	3	100.0%	0	0.0%	3

Appendix

	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	11	73.3%	4	26.7%	0	0.0%	15
			Assistant Teachers	2	66.7%	1	33.3%	0	0.0%	3
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	25	89.3%	3	10.7%	0	0.0%	28
			Assistant Teachers	12	85.7%	2	14.3%	0	0.0%	14
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	79	85.9%	13	14.1%	0	0.0%	92
			Assistant Teachers	15	0.0%	6	0.0%	0	0.0%	21
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/2003	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	27	90.0%	3	10.0%	0	0.0%	30
			Assistant Teachers	1	100.0%	0	0.0%	0	0.0%	1
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	18	85.7%	3	14.3%	0	0.0%	21
			Assistant Teachers	1	50.0%	1	50.0%	0	0.0%	2
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	11	73.3%	4	26.7%	0	0.0%	15
			Assistant Teachers	2	66.7%	1	33.3%	0	0.0%	3
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	26	89.7%	3	10.3%	0	0.0%	29
			Assistant Teachers	12	85.7%	2	14.3%	0	0.0%	14
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	82	86.3%	13	13.7%	0	0.0%	95
			Assistant Teachers	15	0.0%	4	0.0%	0	0.0%	19

Appendix

Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/2003	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	31	96.9%	1	3.1%	0	0.0%	32
			Assistant Teachers	1	100.0%	0	0.0%	0	0.0%	1
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	17	81.0%	4	19.0%	0	0.0%	21
			Assistant Teachers	0	0.0%	1	100.0%	0	0.0%	1
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	11	73.3%	4	26.7%	0	0.0%	15
			Assistant Teachers	3	75.0%	1	25.0%	0	0.0%	4
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	26	92.9%	2	7.1%	0	0.0%	28
			Assistant Teachers	8	80.0%	2	20.0%	0	0.0%	10
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	85	88.5%	11	11.5%	0	0.0%	96
			Assistant Teachers	12	0.0%	4	0.0%	0	0.0%	16
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/2004	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	31	96.9%	1	3.1%	0	0.0%	32
			Assistant Teachers	1	100.0%	0	0.0%	0	0.0%	1
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	17	81.0%	4	19.0%	0	0.0%	21
			Assistant Teachers	0	0.0%	1	100.0%	0	0.0%	1
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	11	73.3%	4	26.7%	0	0.0%	15
			Assistant Teachers	3	75.0%	1	25.0%	0	0.0%	4

Appendix

	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	27	90.0%	3	10.0%	0	0.0%	30
			Assistant Teachers	8	80.0%	2	20.0%	0	0.0%	10
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	86	87.8%	12	12.2%	0	0.0%	98
			Assistant Teachers	12	0.0%	4	0.0%	0	0.0%	16
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/1/2004	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	28	96.6%	1	3.4%	0	0.0%	29
			Assistant Teachers	0	0.0%	2	100.0%	0	0.0%	2
	Nettleton Junior High	7-8	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	17	85.0%	3	15.0%	0	0.0%	20
			Assistant Teachers	0	0.0%	1	100.0%	0	0.0%	1
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	11	73.3%	4	26.7%	0	0.0%	15
			Assistant Teachers	2	100.0%	0	0.0%	0	0.0%	2
	Nettleton Primary	K-3	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	28	90.3%	3	9.7%	0	0.0%	31
			Assistant Teachers	10	83.3%	2	16.7%	0	0.0%	12
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	2	50.0%	2	50.0%	0	0.0%	4
			Teachers	84	88.4%	11	11.6%	0	0.0%	95
			Assistant Teachers	12	0.0%	5	0.0%	0	0.0%	17
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
4/1/2005	Nettleton High	9-12	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	32	97.0%	1	3.0%	0	0.0%	33

Appendix

			Assistant Teachers	0	0.0%	2	100.0%	0	0.0%	2
	Nettleton Junior High	7-8	Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	15	83.3%	3	16.7%	0	0.0%	18
			Assistant Teachers	0	0.0%	1	100.0%	0	0.0%	1
	Nettleton Elementary	4-6	Principals	0	0.0%	1	100.0%	0	0.0%	1
			Teachers	11	73.3%	4	26.7%	0	0.0%	15
			Assistant Teachers	2	100.0%	0	0.0%	0	0.0%	2
	Nettleton Primary	K-3	Assistant Principals	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	28	90.3%	3	9.7%	0	0.0%	31
			Assistant Teachers	10	83.3%	2	16.7%	0	0.0%	12
	<i>District-wide Totals</i>	N/A	Superintendent	1	100.0%	0	0.0%	0	0.0%	1
			Principals	1	50.0%	1	50.0%	0	0.0%	2
			Assistant Principal	1	100.0%	0	0.0%	0	0.0%	1
			Teachers	86	88.7%	11	11.3%	0	0.0%	97
			Assistant Teachers	12	70.6%	5	0.0%	0	0.0%	17
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
12/4/2017	Nettleton High	9-12	Principals/Asst. Principals	3	75.0%	1	25.0%	0	0.0%	4
			Full-Time Teachers	26	92.9%	1	3.6%	1	3.6%	28
			Part-Time Teachers	1	100.0%	0	0.0%	0	0.0%	1
			Other Certified Personnel	1	50.0%	1	50.0%	0	0.0%	2
			Non-Certified Staff	6	100.0%	0	0.0%	0	0.0%	6
	Nettleton Junior High	7-8	Principals/Asst. Principals	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	13	92.9%	1	7.1%	0	0.0%	14
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Staff	0	0.0%	0.5	100.0%	0	0.0%	0.5
			Non-Certified Staff	3	75.0%	1	25.0%	0	0.0%	4
	Nettleton Elementary	4-6	Principals/Asst. Principals	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	19	100.0%	0	0.0%	0	0.0%	19

Appendix

			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Personnel	0.5	50.0%	0.5	50.0%	0	0.0%	1
			Non-Certified Staff	2	66.7%	1	33.3%	0	0.0%	3
	Nettleton Primary	K-3	Principals/Asst. Principals	0	0.0%	1	100.0%	0	0.0%	1
			Full-Time Teachers	26	96.3%	1	3.7%	0	0.0%	27
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Personnel	1.5	100.0%	0	0.0%	0	0.0%	1.5
			Non-Certified Staff	11	78.6%	3	21.4%	0	0.0%	14
	Central Office & Other Staff	N/A	Certified Central Office Admins	2	100.0%	0	0.0%	0	0.0%	2
			Non-Certified Central Office Admins	5	83.3%	1	16.7%	0	0.0%	6
			Maintenance Staff (Non-Certified)	5	100.0%	0	0.0%	0	0.0%	5
			Transportation Staff (Non-Certified)	9	100.0%	0	0.0%	0	0.0%	9
			Child Nutrition Staff (Non-Certified)	21	72.4%	8	27.6%	0	0.0%	29
	District-wide Totals	N/A	Principals/Asst. Principals	5	71.4%	2	28.6%	0	0.0%	7
			Full-Time Teachers	84	95.5%	3	3.4%	1	1.1%	88
			Part-Time Teachers	1	100.0%	0	0.0%	0	0.0%	1
			All Other Certified Personnel	5	71.4%	2	28.6%	0	0.0%	7
			All Non-Certified Staff	62	81.6%	14	18.4%	0	0.0%	76
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
2018-19	Nettleton High	9-12	Principals/Asst. Principals	2	66.7%	1	33.3%	0	0.0%	3
			Full-Time Teachers	26	92.9%	1	3.6%	1	3.6%	28
			Part-Time Teachers	1	100.0%	0	0.0%	0	0.0%	1
			Other Certified Personnel	1	50.0%	1	50.0%	0	0.0%	2
			Non-Certified Staff	2	100.0%	0	0.0%	0	0.0%	2
	Nettleton Junior High	7-8	Principals/Asst. Principals	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	15	93.8%	1	6.3%	0	0.0%	16
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Staff	0.5	50.0%	0.5	50.0%	0	0.0%	1

Appendix

			Non-Certified Staff	3	75.0%		0.0%	1	25.0%	4
	Nettleton Elementary	4-6	Principals/Asst. Principals	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	17	94.4%	1	5.6%	0	0.0%	18
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Personnel	0.5	50.0%	0.5	50.0%	0	0.0%	1
			Non-Certified Staff	3	75.0%	1	25.0%	0	0.0%	4
	Nettleton Primary	K-3	Principals/Asst. Principals	0	0.0%	1	100.0%	0	0.0%	1
			Full-Time Teachers	26	100.0%	0	0.0%	0	0.0%	26
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Personnel	2	100.0%	0	0.0%	0	0.0%	2
			Non-Certified Staff	3	75.0%	1	25.0%	0	0.0%	4
			Certified Central Office Admins	2	100.0%	0	0.0%	0	0.0%	2
			Non-Certified Central Office Admins	5	83.3%	1	16.7%	0	0.0%	6
			Maintenance Staff (Non-Certified)	4.5	100.0%	0	0.0%	0	0.0%	5
			Transportation Staff (Non-Certified)	11	100.0%	0	0.0%	0	0.0%	11
			Child Nutrition Staff (Non-Certified)	17	70.8%	7	29.2%	0	0.0%	24
	District-wide Totals	N/A	Principals/Asst. Principals	4	66.7%	2	33.3%	0	0.0%	6
			Full-Time Teachers	84	95.5%	3	3.4%	1	1.1%	88
			Part-Time Teachers	1	100.0%	0	0.0%	0	0.0%	1
			All Other Certified Personnel	6	75.0%	2	25.0%	0	0.0%	8
			All Non-Certified Staff	49	82.9%	10	17.1%	0	0.0%	59
Year	School	Grade	Position	White	%	Black	%	Other	%	Total
2019-20	Nettleton High	9-12	Principals/Asst. Principals	2	66.7%	1	33.3%	0	0.0%	3
			Full-Time Teachers	25	92.6%	1	3.7%	1	3.7%	27
			Part-Time Teachers	1	100.0%	0	0.0%	0	0.0%	1
			Other Certified Personnel	1	50.0%	1	50.0%	0	0.0%	2
			Non-Certified Staff	2	100.0%	0	0.0%	0	0.0%	2
	Nettleton Junior High	7-8	Principals/Asst. Principals	1	100.0%	0	0.0%	0	0.0%	1

Appendix

			Full-Time Teachers	14	93.3%	1	6.7%	0	0.0%	15
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Staff	0.5	50.0%	0.5	50.0%	0	0.0%	1
			Non-Certified Staff	1	25.0%	3	75.0%	0	0.0%	4
	Nettleton Elementary	4-6	Principals/Asst. Principals	1	100.0%	0	0.0%	0	0.0%	1
			Full-Time Teachers	18	100.0%	0	0.0%	0	0.0%	18
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Personnel	0.5	50.0%	0.5	50.0%	0	0.0%	1
			Non-Certified Staff	2	66.7%	1	33.3%	0	0.0%	3
	Nettleton Primary	K-3	Principals/Asst. Principals	1	50.0%	1	50.0%	0	0.0%	2
			Full-Time Teachers	27	100.0%	0	0.0%	0	0.0%	27
			Part-Time Teachers	0	0.0%	0	0.0%	0	0.0%	0
			Other Certified Personnel	2	100.0%	0	0.0%	0	0.0%	2
			Non-Certified Staff	9	69.2%	4	30.8%	0	0.0%	13
	Central Office & Other Staff	N/A	Certified Central Office Admins	2	100.0%	0	0.0%	0	0.0%	2
			Non-Certified Central Office Admins	5	83.3%	1	16.7%	0	0.0%	6
			Maintenance Staff (Non-Certified)	4.5	100.0%	0	0.0%	0	0.0%	5
			Transportation Staff (Non-Certified)	11	100.0%	0	0.0%	0	0.0%	11
			Child Nutrition Staff (Non-Certified)	17	70.8%	7	29.2%	0	0.0%	24
	District-wide Totals	N/A	Principals/Asst. Principals	5	71.4%	2	28.6%	0	0.0%	7
			Full-Time Teachers	84	96.6%	2	2.3%	1	1.1%	87
			Part-Time Teachers	1	100.0%	0	0.0%	0	0.0%	1
			All Other Certified Personnel	6	75.0%	2	25.0%	0	0.0%	8
			All Non-Certified Staff	52	76.3%	16	23.7%	0	0.0%	68

Sources: District Court Reports, 1970-2005 *passim* (Ex. 11); Excerpted Responses to U.S. Info. Req. at 9–10, Dec. 4, 2017 (Ex. 14); Excerpted Responses to U.S. Info. Req. at 1–4, Jan. 23, 2020 (Ex. 13).

Appendix

Table 9
Nettleton Line Consolidated School District -- Student Assignment & Full-Time Teachers Compared (1970-2020)

Year	Grade	White Students	% White Students	White Full-Time Teachers	% White Full-Time Teachers	Black Students	% Black Students	Black Full-Time Teachers	% Black Full-Time Teachers	Other Students	% Other Students	Other Full-Time Teachers	% Other Full-Time Teachers	Total Students	Total Full-Time Teachers
12/1/1970	1-12	834	64.0%	49	76.6%	469	36.0%	15	23.4%	0	0.0%	0	0.0%	1303	64
12/1/1971	1-12	878	68.2%	45	72.6%	410	31.8%	17	27.4%	0	0.0%	0	0.0%	1288	62
4/1/1972	1-12	861	67.7%	45	72.6%	410	32.3%	17	27.4%	0	0.0%	0	0.0%	1271	62
12/1/1974	1-12	904	67.9%	44	68.8%	427	32.1%	20	31.3%	0	0.0%	0	0.0%	1331	64
4/1/1975	1-12	870	66.3%	44	68.8%	442	33.7%	20	31.3%	0	0.0%	0	0.0%	1312	64
12/1/1975	1-12	883	67.6%	44	68.8%	424	32.4%	20	31.3%	0	0.0%	0	0.0%	1307	64
4/1/1976	1-12	988	70.5%	44	68.8%	414	29.5%	20	31.3%	0	0.0%	0	0.0%	1402	64
12/1/1976	1-12	880	67.1%	45	68.2%	432	32.9%	21	31.8%	0	0.0%	0	0.0%	1312	66
4/1/1977	1-12	898	67.6%	45	68.2%	431	32.4%	21	31.8%	0	0.0%	0	0.0%	1329	66
12/1/1977	1-12	910	68.5%	45	68.2%	418	31.5%	21	31.8%	0	0.0%	0	0.0%	1328	66
4/1/1978	1-12	854	64.2%	45	68.2%	476	35.8%	21	31.8%	0	0.0%	0	0.0%	1330	66
12/1/1978	1-12	886	66.9%	45	68.2%	439	33.1%	21	31.8%	0	0.0%	0	0.0%	1325	66
4/1/1979	1-12	877	66.1%	47	71.2%	449	33.9%	19	28.8%	0	0.0%	0	0.0%	1326	66
12/1/1979	1-12	867	66.6%	47	67.1%	434	33.4%	23	32.9%	0	0.0%	0	0.0%	1301	70
4/1/1980	1-12	858	67.0%	47	67.1%	422	33.0%	23	32.9%	0	0.0%	0	0.0%	1280	70
12/1/1980	1-12	886	68.6%	50	68.5%	406	31.4%	23	31.5%	0	0.0%	0	0.0%	1292	73
4/1/1981	1-12	838	66.7%	50	68.5%	418	33.3%	23	31.5%	0	0.0%	0	0.0%	1256	73
12/1/1981	1-12	824	65.3%	47	68.1%	437	34.7%	22	31.9%	0	0.0%	0	0.0%	1261	69
4/1/1982	1-12	846	66.5%	47	68.1%	427	33.5%	22	31.9%	0	0.0%	0	0.0%	1273	69
12/1/1982	1-12	842	66.9%	49	70.0%	416	33.1%	21	30.0%	0	0.0%	0	0.0%	1258	70
4/1/1983	1-12	820	66.2%	49	70.0%	418	33.8%	21	30.0%	0	0.0%	0	0.0%	1238	70
12/1/1983	1-12	817	65.4%	49	69.0%	433	34.6%	22	31.0%	0	0.0%	0	0.0%	1250	71
4/1/1984	1-12	805	65.7%	49	69.0%	420	34.3%	22	31.0%	0	0.0%	0	0.0%	1225	71
12/1/1984	1-12	819	66.0%	52	70.3%	421	34.0%	22	29.7%	0	0.0%	0	0.0%	1240	74

Appendix

4/1/1985	1-12	799	65.8%	52	70.3%	416	34.2%	22	29.7%	0	0.0%	0	0.0%	1215	74
12/1/1985	1-12	820	66.3%	51	70.8%	417	33.7%	21	29.2%	0	0.0%	0	0.0%	1237	72
4/1/1986	1-12	801	66.1%	51	70.8%	411	33.9%	21	29.2%	0	0.0%	0	0.0%	1212	72
12/1/1986	K-12	910	66.4%	56	71.8%	461	33.6%	22	28.2%	0	0.0%	0	0.0%	1371	78
4/1/1987	K-12	922	67.5%	56	71.8%	443	32.5%	22	28.2%	0	0.0%	0	0.0%	1365	78
12/1/1987	K-12	919	68.2%	59	72.0%	428	31.8%	23	28.0%	0	0.0%	0	0.0%	1347	82
4/1/1988	K-12	905	68.1%	59	72.0%	423	31.9%	23	28.0%	0	0.0%	0	0.0%	1328	82
12/1/1988	K-12	946	67.9%	57	71.3%	448	32.1%	23	28.8%	0	0.0%	0	0.0%	1394	80
4/1/1989	K-12	928	67.1%	57	71.3%	455	32.9%	23	28.8%	0	0.0%	0	0.0%	1383	80
12/1/1989	K-12	917	67.0%	60	71.4%	452	33.0%	24	28.6%	0	0.0%	0	0.0%	1369	84
4/1/1990	K-12	891	66.0%	60	71.4%	458	34.0%	24	28.6%	0	0.0%	0	0.0%	1349	84
12/1/1990	K-12	895	65.5%	63	71.6%	471	34.5%	25	28.4%	0	0.0%	0	0.0%	1366	88
12/1/1993	K-12	861	64.1%	66	77.6%	482	35.9%	19	22.4%	0	0.0%	0	0.0%	1343	85
12/1/1994	K-12	831	63.2%	67	75.3%	483	36.8%	22	24.7%	0	0.0%	0	0.0%	1314	89
4/1/1995	K-12	852	64.2%	67	75.3%	475	35.8%	22	24.7%	0	0.0%	0	0.0%	1327	89
4/1/1996	K-12	889	65.3%	72	76.6%	472	34.7%	22	23.4%	0	0.0%	0	0.0%	1361	94
12/1/1997	K-12	954	67.1%	77	77.0%	467	32.9%	23	23.0%	0	0.0%	0	0.0%	1421	100
4/1/1998	K-12	939	67.4%	77	77.0%	454	32.6%	23	23.0%	0	0.0%	0	0.0%	1393	100
12/1/1998	K-12	964	67.6%	74	78.7%	462	32.4%	20	21.3%	0	0.0%	0	0.0%	1426	94
4/1/1999	K-12	951	67.5%	74	78.7%	457	32.5%	20	21.3%	0	0.0%	0	0.0%	1408	94
12/1/1999	K-12	947	68.9%	78	79.6%	424	30.9%	20	20.4%	3	0.2%	0	0.0%	1374	98
4/1/2000	K-12	911	67.9%	78	79.6%	428	31.9%	20	20.4%	3	0.2%	0	0.0%	1342	98
12/1/2001	K-12	921	67.4%	76	84.4%	437	32.0%	14	15.6%	8	0.6%	0	0.0%	1366	90
4/1/2002	K-12	920	66.5%	76	84.4%	455	32.9%	14	15.6%	8	0.6%	0	0.0%	1383	90
12/1/2002	K-12	953	69.7%	79	85.9%	412	30.1%	13	14.1%	3	0.2%	0	0.0%	1368	92
4/1/2003	K-12	978	69.6%	82	86.3%	424	30.2%	13	13.7%	4	0.3%	0	0.0%	1406	95
12/1/2003	K-12	942	69.6%	85	88.5%	405	29.9%	11	11.5%	6	0.4%	0	0.0%	1353	96
4/1/2004	K-12	930	69.0%	86	87.8%	412	30.6%	12	12.2%	6	0.4%	0	0.0%	1348	98
12/1/2004	K-12	967	70.6%	84	88.4%	399	29.1%	11	11.6%	4	0.3%	0	0.0%	1370	95
4/1/2005	K-12	948	70.0%	86	88.7%	402	29.7%	11	11.3%	4	0.3%	0	0.0%	1354	97

Appendix

10/1/2017	K-12	936	70.1%	84	95.5%	376	28.1%	3	3.4%	24	1.8%	1	1.1%	1336	88
5/1/2019	K-12	861	68.0%	84	95.5%	384	30.3%	3	3.4%	22	1.7%	1	1.1%	1267	88
3/17/2020	K-12	842	67.8%	84	96.6%	376	30.3%	2	2.3%	24	1.9%	1	1.1%	1242	87
Sources: District Court Reports, 1970-2005 <i>passim</i> (Ex. 11); Excerpted Responses to U.S. Info. Req. at 1, 9–10, Dec. 4, 2017 (Ex. 14); Excerpted Responses to U.S. Info. Req. at 1–4, Jan. 23, 2020 (Ex. 13); Excerpted Responses to U.S. Info. Req. at 1–9, Mar. 19, 2020 (Ex. 15).															

Appendix

Table 10 Nettleton Line Consolidated School District Transportation (SY 2017-18)							
Bus	White	White %	Black	Black %	Other	Other %	Total
1	14	32.6%	29	67.4%	0	0.0%	43
2	30	52.6%	26	45.6%	1	1.8%	57
3	21	48.8%	21	48.8%	1	2.3%	43
4	55	83.3%	11	16.7%	0	0.0%	66
5	32	91.4%	3	8.6%	0	0.0%	35
6	16	44.4%	19	52.8%	1	2.8%	36
7	43	81.1%	4	7.5%	6	11.3%	53
8	18	27.7%	44	67.7%	3	4.6%	65
9	40	76.9%	12	23.1%	0	0.0%	52
10	69	95.8%	3	4.2%	0	0.0%	72
11	0	0.0%	21	100.0%	0	0.0%	21
12	56	81.2%	7	10.1%	6	8.7%	69
13	41	73.2%	15	26.8%	0	0.0%	56
15	39	76.5%	12	23.5%	0	0.0%	51
16	6	18.2%	27	81.8%	0	0.0%	33
31*	8	88.9%	1	11.1%	0	0.0%	9
Total	488	64.1%	255	33.5%	18	2.4%	761
* <i>Special needs bus.</i>							
Sources: Excerpted Responses to U.S. Info. Req. at 12, Dec. 4, 2017 (Ex. 14).							

Appendix

Table 11 Nettleton Line Consolidated School District Transportation (SY 2019-20)							
Bus	White	%	Black	%	Other	%	Total
1	21	32.3%	44	67.7%	0	0.0%	65
2	42	57.5%	30	41.1%	1	1.4%	73
3	10	29.4%	24	70.6%	0	0.0%	34
4	42	76.4%	8	14.5%	5	9.1%	55
5	36	85.7%	6	14.3%	0	0.0%	42
6	25	44.6%	30	53.6%	1	1.8%	56
7	36	85.7%	2	4.8%	4	9.5%	42
8	13	23.2%	41	73.2%	2	3.6%	56
9	48	76.2%	15	23.8%	0	0.0%	63
10	50	98.0%	1	2.0%	0	0.0%	51
11	0	0.0%	33	100.0%	0	0.0%	33
12	34	53.1%	13	20.3%	17	26.6%	64
13	26	54.2%	20	41.7%	2	4.2%	48
15	50	79.4%	13	20.6%	0	0.0%	63
16	9	19.6%	37	80.4%	0	0.0%	46
31*	9	75.0%	3	25.0%	0	0.0%	12
Total	451	56.2%	320	39.9%	32	4.0%	803
* <i>Special needs bus.</i>							
Sources: Excerpted Responses to U.S. Info. Req. at 33, Jan. 23, 2020 (Ex. 13).							